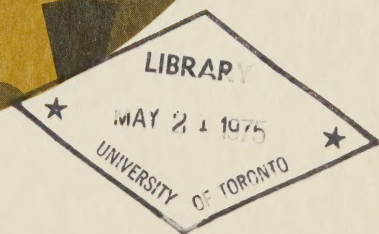


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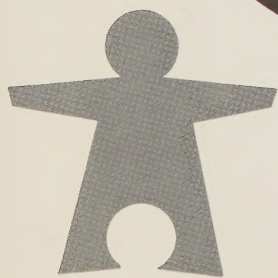
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Ontario Status of Women Council

Annual Report year ending September 1974



Council Members

SABIA, Laura
Chairman
St. Catharines

ARCHIBALD, Margaret
Chatham

BALLAGH, Rosemary
Toronto

BERGERON, Lucienne
Sudbury

BIRKENMAYER, Sandra
Toronto

BLACK, Naomi
Toronto

CORBETT, Marie
Toronto

FARIES, Nellie
Moose Factory, Ont.

GOOD, Lin
Kingston

HERMAN, Miriam
Toronto

HEXEMER, Sandra
Niagara Falls

LANDAU, Barbara
Toronto

LEMIRE, Rita
Cornwall

MANUEL, Philip
Toronto

McLELLAN, Ethel
Toronto

MEREDITH-NIDDRIE, Betty
Toronto

SASKOLEY, Bill
Dryden, Ont.

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Honorable Margaret Birch
Provincial Secretary For Social Development

Margaret Birch

Dear Mrs. Birch,

I have pleasure in presenting to you the first Annual Report of the Ontario Status of Women Council for the year ending September 30th, 1974.

Sincerely,

Laura Sabia

Laura Sabia



Chairman's Message

*There is a tide in the affairs of "Women"
Which taken at the flood leads onto fortune
Omitted all the voyages of their life
Is bound in shallows and in miseries"*
Shakespeare

The time is now! The tide is in! After one year of perpetual motion, of challenges and confrontation, of victories and defeats, the Ontario Status of Women Council presents to the Government of Ontario and to its citizens an accounting of the first tumultuous year. "By their works you shall know them" — judge us after reading!

At the right moment in time, 1973 — the Ontario Government created a 17 member Council, to advise and consent, to prod and to challenge, to lead and to educate. We met for the first time in October of 1973. We were strangers all, of diverse backgrounds, from many areas of Ontario, but we had one common interest. We passionately believed in the advancement of women! A spark ignited at that first meeting and the ensuing flame has burned furiously ever since. It won't be extinguished till the job is done!

Equal opportunities, equal responsibilities, and choices — these were our goals. We skirmished, we attacked, we studied, we acted. We were appalled at the antiquated property laws of Ontario. They needed massive overhauling. With missionary zeal we set to work. Our "Fair Share" Conference at the end of this October will give the Attorney General of Ontario the consensus of women's thinking. Perhaps for the first time in recorded history, women will propose and men dispose! We took on the banks, the universities and the advertising world, all bastions of past discriminatory practices. Massive changes are now afoot. Changing times demand changing attitudes! We shuddered and were horrified at the few women in senior positions in education such as principals, directors of education, and senior officials. We criticized counselling services in the schools, that funnel our young girls into traditional stereotyped roles. We prepared a unique poster, along with a pamphlet on guidelines, for all teachers from kindergarden to grade 6, to make them aware of the damaging sex-stereotyping in text books and in teacher attitudes.

We involved over 1,000 women in Ontario in monitoring the abysmally destructive and deplorably corrosive advertising that portrays women as simpering idiots or as mere sex objects.

Our Brief on birth control was presented to the Task Force. We are not overly enchanted with the Government's position on this matter. Our provincial health units must be made aware of the immediate necessity to disseminate birth control information and services throughout the Province. It is absolutely essential that both men and women have all the necessary information available to them to control their fertility. It is imperative to the advancement of women!

Labour laws were scrutinized and studied, we made recommendations on night work, pregnancy leave and pensions. Hopefully, amendments will be tabled in the Legislature at this coming session.

We await the Report of the Task Force on Benefits for action and reaction.

Our monthly meetings were open to the press and the public — public business must be done in public! Meetings were held in Chatham, Sault Ste. Marie and Thunder Bay. We listened to people and to their problems, we learned, we acted and we got results!

No annual report can be complete without bowing in the direction of those who helped you make it. Three Ministers deserve accolades — *The Hon. John White*, whose perspicacious and sound advice we value highly. With quick discernment and intelligent understanding he dialogued with the women in his department and promised them full integration at every level. His ministry leads all the rest. Surely, a good friend at Court!

The Hon. Robert Welch, has been a tower of strength to this Council, first as our Minister, then as Attorney General. His indefatigable and resolute "going to the people" in every nook and cranny of Ontario with the film on Matrimonial Property Law must be applauded. He promised to listen to the women of Ontario. He will — he's that kind of person. We commend him.

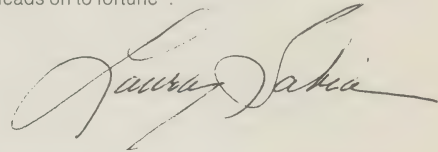
The Hon. Margaret Birch. We answer to the Government through her as Provincial Secretary for Social Development. Her constant co-operation, her depth of understanding has been a bulwark of strength and vitality.

Last but surely not least, we applaud the Premier of Ontario, *The Hon. Bill Davis*, for appointing this past year more women to Boards, Commissions and senior positions than was done in the last 100 years. Our Talent Bank of over 300 names is at his disposal. May he use them all!

Kudos to our staff — small in number, big in productivity — and especially to our Executive Officer who kept our nose to the grindstone and shoulder to the wheel as we inched our way forward step by step. We are well aware that we have but scratched the surface, much, much more needs to be done — part-time work, new approaches to family benefits, problems of single parent families, adequate day care, the needs of Indian women and on and on and on.

To those who must leave our Council for one reason or other — merci, merci, au revoir et bonne chance! To the new members of the Council "Chow"! e benevenuto! Massive work awaits you.

Society's most arbitrary folly is the underutilization of women's brainpower. We have made a few dents in that massive folly! In the past women have been idolized, patronized and exploited — it is time they are humanized, utilized and recognized. The tide is in. "Taken at the flood it leads on to fortune".



Council Session

School Boards

The Council lacked specific information on practices and procedures involved in the promotion of capable women in education and in the use of text books which contain sex-role stereotyping.

A letter was sent to the Chairmen of the 205 school boards in Ontario requesting specific information on issues such as sex-role stereotyping, principal appointments, and the number of women who are principals or hold senior administrative positions. Approximately 70 replies were received and the results analysed and reported in a paper entitled "A Survey of School Board Policies Re: Women in Administration in Public Education and Sex-Role Stereotyping in Textbooks."

The following recommendations were passed by Council and have been acted upon:

1. That the report be sent to all school boards for information and reaction.
2. That the report be sent to the Minister of Education, the Minister of Labour and the Women's Bureau.
3. That Council consider ways and means of:
 - (a) supporting the principle of the promotion of capable women to positions of administration within the public educational system;
 - (b) raising the consciousness of all teachers and school boards in the area of sex-role stereotyping in text books.

Principals' Courses

Less than 1% of professional women in education hold positions of administrative responsibility. To become a principal one must first take the Principals' Course operated by the Ministry of Education. In the summer of 1974 less than 12% of the candidates for the Principals' course were women.

A meeting with Minister of Education officials who assign candidates to the Principals' Course indicated the number of applicants exceed the number of available spaces and candidates are selected on the basis of a quota system which assigns spaces according to the size of an individual school board. However, it is the local school board which assigns priorities to their nominees. Hence, it becomes clear that the selection of candidates is done by and large by the local school board.

Council discussed the problem with the Ontario Council for Leadership in Educational Administration, (OCLEA) which is a non-government body whose aim is to improve the quality of educational administration. Ways and means of encouraging women in education to seek administrative positions were explored and an agreement was reached whereby OCLEA will offer a two day workshop in December 1974 for leaders in education entitled, "Identifying and Developing Women for Leadership in Education".

Sex-Role Stereotyping in Textbooks

The presence of sex-role stereotyping in childrens' textbooks and sexist practices are alarmingly prevalent in the public school system.

Council members met with Ministry of Education officials, publishers and others to determine corrective measures which should be taken. The Ministry of Education was most co-operative and requested Council to prepare guidelines for use by the Ministry in its monitoring process of materials for inclusion in Circular 14. The guidelines will also be useful for publishers and writers in the preparation of manuscripts.

Council prepared for publication a poster entitled "Are you Ready?" for distribution to the elementary schools of the province. The poster draws attention to sexist practices in schools and offers suggestions on how they can be combatted. A French version of the poster will also be made available.

In addition to the Minister's request for guidelines on sex-role stereotyping in texts, Council has prepared a booklet entitled "About Face: Toward a Positive Image of Women in Textbooks". The booklet is designed to help teachers handle sex-bias materials in the classroom and will act as a guide for writers of Childrens' texts.

Guidance Counselling

The counselling of young women is an important function performed by the high school counsellor. In view of the changing character of the labour force, the question of the quality of counselling offered young women in high schools is of deep concern to the Council.

The Council sponsored a one-day conference in June 1974 on "Sex-Role Stereotyping in Counselling in Ontario Secondary Schools." As a result of the report on this conference, Council approved the following recommendations:

1. That the OSWC produce a case book for counsellors which would serve as a resource book in the area of creative counselling for women in high schools.
2. That the OSWC ask the Ontario School Counsellors Association for a position paper on what they have done, and what they plan to do in the area of counselling young women in the schools of Ontario.
3. That the OSWC, upon invitation, be prepared to make presentations to the Ontario Business Education Association on raising the awareness and aspirations of young women in business and secretarial courses in the schools of Ontario.
4. Since teachers are recognized role models in the classroom setting and since guidance counsellors do play a significant role in the counselling of young women, it is recommended that (a) the Ministry of Education — Teacher Training Branch; (b) The Deans of Faculties and Colleges of Education be requested to respond to a letter which requests information about:
 - (a) Courses or parts of courses offered which have a distinct emphasis on the role of women in society — past, present and future.
 - (b) What proposals within teacher education are presently under consideration with reference to (a).
 - (c) Courses for guidance counsellors which deal with the issue of actualizing the potential of young women about to enter the labour force.

This subject will constitute a major area for follow-up by the Council.

Post-Secondary Education

Women do not enjoy complete equality of educational opportunity or of position within educational institutions. It is essential, therefore, to scrutinize the educational system from all angles as it affects women as students or as employees.

Since this is a problem of gigantic proportions and of long standing tradition it could not be tackled completely at one time. Purely subjective decisions were made as to which areas should be looked at first and by what methods.

(a) Universities

A paper was prepared on "Women And Post-Secondary Education in Ontario" and presented to the Council of Ontario Universities.

At a subsequent meeting of Council, the following draft guidelines for universities' action about status of women was approved in principle:

- Each university should systematically and comprehensively survey the status of women students, faculty, and non-academic staff in respect to conditions and terms of employment (in the case of students, admissions, enrolment patterns, and financial assistance), promotion, remuneration, and fringe benefits. The results of these surveys should be made public;

- Should act quickly to eliminate individual and group anomalies that may be shown by the surveys. The procedures for remedy should include review of procedures for admissions, financial assistance, hiring, promotion and tenure;

- Should continue to monitor the status of women and make regular public reports;

- Should establish permanent administrative machinery which would hear, adjudicate, and recommend appropriate redress for individual or group grievances of parties who feel they have been treated inequitably. This machinery could also carry on the monitoring referred to above;

- Should carry out specific programs to increase the level and quality of the participation of women in all aspects of the university.

C.O.U. is preparing a reply.

We have been informally in contact with a number of women involved with Status of Women surveys on the various campuses and have helped to obtain adequate handling of a number of individual grievances, as well as to advise in the setting up of survey and remedy procedures in general. Reports from various universities have been circulated among Council as available.

We made nominations to the Ontario Council on University Affairs (OCUA), two of whom were subsequently appointed. OCUA is the first target for the Guidelines approved by the Council for each university's handling of the status of women.

We have met privately with the permanent and elected officials of the Ontario Confederation of University Faculty Association (OCUFA).

A paper on part-time study by women in universities was prepared, along with some initial suggestions for recommendations which will be studied and reported on to Council.

(b) Colleges of Applied Arts and Technology

Women concerned with women's programmes in colleges met for the first time at a work session that Council set up and co-sponsored with the Ministry of Colleges and Universities; this ad hoc group will meet again in October, and is planning a more substantial conference for the Spring.

(c) Librarians

A brief was received from the C.A.A.T. librarians and meetings were held with their representatives, who later appeared before Council. As a result the following motion was passed:

"Since professional librarians in C.A.A.T. have academic qualifications equivalent to those of teaching staff and counsellors in the Colleges, and since the library is an integral part of the learning process of the Colleges, the Ontario Status of Women Council recommends that classification of staff in C.A.A.T. should be by professional and academic qualifications, experience and responsibility and should combine teaching staff, counsellors and professional librarians; salaries and fringe benefits should be equal for all categories within that classification."

This resolution was forwarded to the Minister of Colleges and Universities and the reply discussed in Council. As a result, the Council reaffirmed its position and requested the Education Committee to prepare a response to the Minister. The matter was also taken up with the Ontario Civil Service Association.

A factsheet on women in the colleges was prepared.

Many really frank and fruitful discussions took place with officials both in government and in post-secondary education who have the opportunity to affect policy. These discussions are still continuing and during 1974/75 the machinery is beginning to be there. We have begun to establish contacts, and to learn our way around in the jungle of post-secondary education. We hope for some concrete and positive results in the second year of Council activities in this area.



Council meetings open to public



and press

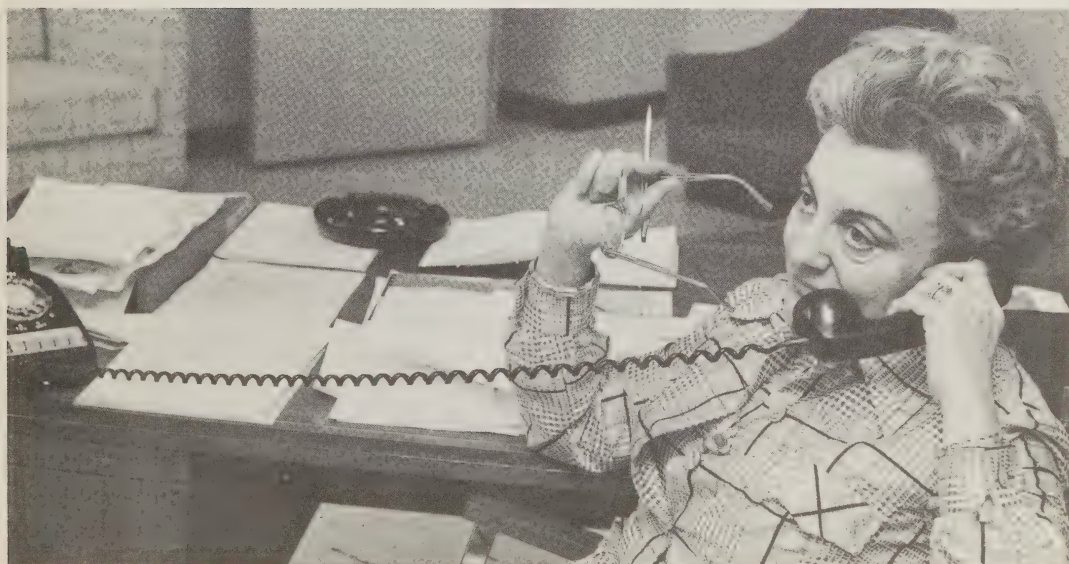
Justice

One of the main proposals of the Green Paper, Equal Opportunity for Women in Ontario: A Plan for Action, of June, 1973, was to effect speedy changes in family law regarding domicile, equal partnership in marriage and mutual support of spouses and children. Impetus was added to this proposal by the *Murdoch v. Murdoch* decision of the Supreme Court of Canada decided in October, 1973. As a result, the chief work of Council in this area involved family law reform and in particular family property law reform.

Family property law has not been changed in any major way for approximately 150 years, when the Married Women's Property Acts were passed. At that time, women could not vote, could not hold public office and were not recognized as "persons" within the meaning of the B.N.A. Act. As a result, it can safely be assumed that women contributed little to the enactment of such laws. Further, with the passage of time the present system of law was found to be unsatisfactory in many regards including the following:

1. The present system of separation of property does not allow recognition of a wife's contribution as homemaker or of the fact that a wife as homemaker may indirectly assist her husband in the acquisition of assets.
2. Recognition is not given to the family as an economic unit.
3. The Dower Act, Devolution of Estates Act, and the Dependents' Relief Act form a code imposing a statutory penalty for adultery and desertion by partial or total disenthling married women to share in the estate of their husband.
4. Contribution of work by a wife in a husband's business may be considered as the ordinary contribution of an ordinary housewife in the absence of an express agreement to the contrary.

Aware that the Ontario Law Reform Commission had been conducting extensive work in the area of Family Law since 1965 for submission to the Attorney-General, the Council invited the Assistant Deputy Attorney-General to attend its first meeting. He advised that the government awaited the report on Family Property Law and Council could best assist by encouraging completion of such report. Council met with the Chairman of the Ontario Law Reform Commission at its second meeting. The Family Property Law Report was tabled in March, 1974.



Office Hours

Family Property Law

A meeting was held with the Attorney General requesting immediate action to change the Ontario legislation to ensure that there would be no Murdoch case in this province. The Council regarded this as remedial legislation but of such importance that it could not wait until the full report of the Ontario Law Reform Commission on Property Law (Part IV) is studied and major changes made in existing legislation. Council submitted a draft amendment to the Married Women's Property Act. A letter was sent to all members of the legislature and to the Family Law Section of the Ontario Branch of the Canadian Bar Association asking support for Council's position on the need for immediate action to protect the matrimonial home. A sample letter was made available to women for a general mailing to the government on this issue.

The Law Reform Commission's Report on Family Law, Part III — Children, Part IV — Family Property Law, and Part V — Family Courts, were tabled in the legislature in early March. As the first priority, Council proposed a detailed study of Part IV which recommended a deferred community system of matrimonial property. Council prepared two summaries of the report for circulation to interested groups and individuals with a view to getting the reaction of as many women throughout Ontario as possible before making formal recommendations to the government on the legislation that would change existing laws. 2,000 of these two summaries, along with Chapter 15 — Summary of Recommendations, made available to the Council by the Attorney General, were mailed, upon request, to interested organizations and individuals for study purposes.

A team of 10 women lawyers was established to act as volunteer resource persons to any women's groups requesting such assistance. The Attorney-General made a 30 minute film on Family Property Law in which the Chairman of the Justice Committee participated.

Conference on Family Property Law

When the Attorney General stated that his department would not submit any legislative proposals for major change in the family property law, until the Ontario Status of Women Council stated its position, Council decided to sponsor a Conference on Family Property Law on October 25, 26, and 27 to bring together 500 delegates from all parts of Ontario and representing as broad a cross section of women as possible. This would not be a learning conference but, rather, a conference of delegates representing groups of women throughout Ontario who had studied the report and would be prepared to state their views and help to put together firm recommendations to go to the Attorney General.

The Conference is being sponsored by the Council with financial assistance from the Secretariat for Social Development. A Conference Committee of the Council has been enlarged to include women who represent various groups and who have experience in arranging large conferences. The discussion format is being worked out to allow for maximum participation and discussion leading to formal resolutions.

Bill 117

Bill 117 — An Act to Reform Certain Laws Founded Upon Marital or Family Relationships — was introduced in the Legislature June 25th, for first reading. This Bill removes some anomalies for a few persons and gets rid of some inequities that were in need of change. It would also abolish the Married Women's Property Act. Since this Bill would be proceeded with when the Legislature reconvenes, Council decided that its opinion should be expressed prior to second reading of this Bill in the Legislature. A position paper was prepared and forwarded to the Attorney General.

The process of comprehensive law reform is a long one and speedy changes in Family Law cannot occur without consultation with the women of the province. The Council has been instrumental in the process of law reform at many levels. Council has not yet prepared its position on Family Property Law. To do so before the October conference would be to weaken the function of Council as a liaison between government and the women of Ontario.

Family Courts

Some discussion has taken place with knowledgeable people in this area and a major study is planned in order to arrive at recommendations on this part of the Ontario Law Reform Commission's Report.

Children

Preliminary discussions have taken place on this aspect of the Law Reform Commission's Report and follow-up is planned.

Credit

Council received many inquiries and complaints from women experiencing difficulty in being granted credit. Various meetings were held with representatives of the Ministry of Consumer and Commercial Relations, Credit Bureaus and credit-grantors. Our Chairman was the keynote speaker at the annual general meeting in Winnipeg of the Credit Grantors Association and the Associated Credit Bureaus of Canada. Many of the objectionable practices of credit-granting agencies has no basis in law and the problem is mainly one of changing attitudes and assumptions in the granting of credit to single, married, divorced, separated and widowed women. Credit policies have not kept pace with the reality of women's status in the work force and in the economy. Council has urged women who experience discrimination in the granting of credit to report it to the local Credit Bureau or to the Consumer Protection Bureau at Queen's Park. Efforts must be directed toward the consumer credit granting industry, i.e. banks, finance companies, department stores, to get them to update their thinking and practices in the granting of credit to women in their own right without tying them to their husband's credit rating, as is presently the case, or be penalized if they have no husband.

Use of Married or Single Name by Women

There is a great deal of confusion in this area and numerous inquiries led Council to investigate. It was established that there is no law which states that a woman must use her husband's name at marriage. However, once she adopts her husband's name, it requires an application under the Change of Name Act to revert to her maiden name. A resolution of Council was forwarded to Management Board of Cabinet requesting that flexibility in the use of married or maiden names by government be accepted. Letters were sent to all the ministries on this subject. Within the civil service, the government, as an employer, has agreed to use the name that the individual employee retains on her social insurance identification card. This is regarded as a practical step toward allowing women to use their own name, if they so wish, and provides an example for private industry to follow.

The Ministry of Labour requested the views of the Council with respect to certain provisions of the Employment Standards Act which was under review in the Ministry. The Ministry submitted its proposed changes for Council consideration on the following two subjects.

Night Transportation

This legislation covers the provisions of transportation of female employees between the hours of midnight and 6:00 a.m.. At its first meeting, Council passed a resolution that this section of the Act be repealed on the grounds that it is discriminatory legislation. A meeting with the Deputy Minister of Labour indicated there was considerable difference of opinion on this issue and it was suggested the Council should contact those areas affected by the legislation. Several groups were contacted including unions, the restaurant association, hotels, nurses, and the Alberta Government as the only province to rescind this type of legislation. On the basis of this survey, it was impossible to find a consensus and Council voted to reiterate its position that the legislation should be repealed.

Maternity Leave

Council recommended to the Minister of Labour that the period of maternity leave be extended to 17 weeks to bring it into line with federal legislation and that the new concept of flexibility be added whereby leave could be taken at the discretion of the individual concerned rather than the fixed time of eleven weeks before birth and six weeks after birth, as stipulated in federal legislation. Since maternity leave is not paid leave, Council stated that it wished to see Unemployment Insurance legislation amended to reflect the flexibility concept, if enacted, and is following up on this with the federal government.

Canada Pension Plan

Council supports the efforts of the federal Advisory Council on the Status of Women in petitioning the federal government to make changes in the Canada Pension Plan to remove the discrimination against women. Letters were sent to the Premier of Ontario, the Treasurer of Ontario and the Chairman of the Pension Commission of Ontario, asking for their support in getting the changes made in the federal legislation.

Task Force on Benefits

Council has been awaiting the report of the Task Force on Section 4 (l) (g) of the Ontario Human Rights Code (concerning pension and insurance plans) before commencing a major study in this area. Consultation with the Minister of Labour is in progress.

Chartered Banks

The Council decided to approach the chartered banks for the following reasons:

1. The image and discrimination in advertising as demonstrated by the Royal Bank's brochure "Let's Pretend" and 'dumb Mary' of the Royal Bank's radio and television advertisements;
2. Discriminatory practises with respect to female employees as evidenced by a) statistics on numbers of female bank managers and other management categories; b) pension and other benefit plans — different plans, different benefits, different eligibility;
3. Reported discriminatory practises with respect to women as clients of banks, particularly related to obtaining mortgages and other credit;
4. Status of women on Boards of Directors.

There was an exchange of correspondence with the Presidents of all the Canadian chartered banks to receive information of practices and statistics. There were visits with top executives of the Royal Bank of Canada, the Bank of Nova Scotia and the Toronto-Dominion Bank to discuss problems outlined above. There was considerable news and media coverage of the issues raised.

As a result, there was a change of image of the Royal Bank's 'Mary' in those advertisements and there was no further publication of the brochure "Let's Pretend".

Invitations were extended to return to the three banks visited to review progress.

Open communications were established with senior bank officials to enable discussion of problems as they arise.

A review of benefit plans is being undertaken by the Toronto-Dominion Bank.

The Royal Bank has announced a new non-discriminatory pension scheme and has agreed to meet with Council representatives to discuss it fully.

Hospital Workers

Efforts were made to learn more about working conditions of hospital employees, particularly about the disparities in wages and working conditions between female and male hospital workers.

The threatened hospital workers strike prompted the Council to pass the following resolution:

"WHEREAS Council has been advised that hospital workers have indicated that they will withdraw their services on May 1, AND WHEREAS we are concerned with the plight of the female hospital workers, we recommend that the Ministry of Health and the Hospital Inquiry Commission deal immediately with the following matters:

1. That rates of pay for similar jobs be equalized for males and females.
2. That hospital job descriptions be reviewed to eliminate any terminology in classifications which contain differentiation on the basis of sex as required by the Human Rights Code."

Following the settlement of the strike, a letter was forwarded to the Canadian Union of Public Employees, with copy to the Commission, stating that, although pleased with the settlement of the strike, Council was still concerned about the situation of the female hospital workers, being mindful that the Toronto settlement could set a pattern for negotiations in other parts of the province, and we wished to be assured that the matter of equality in jobs and pay rates for females will not be bypassed in the overall attempt to reach a settlement. Council assured the Union of its support in this objective and offered whatever assistance possible in achieving it.

Arbitrators in Labour Disputes

Council directed a letter to the Minister of Labour asking that consideration be given to increasing the number of women arbitrators and offered to supply names of suitable women, if requested.

The Minister, in his reply, agreed there should be more women arbitrators and explained the manner in which the process operates. A list is maintained by the Labour Management Arbitration Commission, an independent body of representatives from both labour and management. Labour — management pick arbitration chairmen from this list. The Minister does not name persons to this list. Interested persons may apply directly to the Commission to have their names added.

Liquor Control Board of Ontario

Several requests were received for Council to look at the hiring and promotion of women employees by the L.C.B.O. Statistics were obtained and discussion held with representatives of the L.C.B.O. Council stated that affirmative action should be taken by the Board to show its intentions with respect to women employees and developments over the next few months would be watched closely to ensure that real progress is made. The Executive Co-ordinator, Women's Programs, is working with management of L.C.B.O. to assist them in implementing equal employment opportunities for their women crown employees.



Coffee Break

Birth Control

The members of the Council were very concerned about the following issues related to Birth Control:

- (a) A great number of children result from unplanned pregnancies and many of these children are unwanted at birth.
- (b) The government of Ontario does not seem to have a clearly enunciated broadly defined policy in the area of birth control.
- (c) There appear to be many areas of Ontario that do not have sufficient birth control services.
- (d) The publicity given to birth control services and information centres does not appear to be adequate.
- (e) The education of children, adults and relevant professionals is not adequate to meet the need for accurate information and emotional and social counselling of citizens in this province.

A Brief to the Task Force on Family Planning in the Ministry of Health and the Ministry of Community and Social Services was prepared after considerable discussion and research and presented March 15th. Attached to the Brief was a Summary of the replies received from the Health Units in Ontario as a result of a letter from Council requesting information on family planning services offered by the Unit. Also attached to the Brief, was a statement from the Council asking that the term "birth control" be used instead of "family planning" so as to remove confusion caused by the latter term as it suggests that the services are available only to those in a family situation. Council's position is that birth control services should be available to everyone.

The main thrust of the Brief is set forth in this excerpt:

"The Ontario government should assume a leadership role in the provision of family planning information and services to all regardless of sex, marital status and socio-economic status. Local autonomy should not be allowed to interfere with this aim. Education and immunization are examples of programs that are mandatory but the implementation is left to local initiatives. In the same way, the provision of family planning services should be mandatory and cover all aspects . . . medical, education, information, counselling and motivation . . . allowing access to family planning to anyone wishing this information and service while in no way infringing on the rights of those who do not wish it. The principle of free choice should be the operative one."

The Summary attached to the Brief indicates that the present provision of birth control services is uneven across the province, ranging from the complete absence of such services to the very highly developed services offered in some areas. It is obvious that access to birth control services is being denied to a great number of people. The Brief contained eight specific recommendations to carry out the broad recommendation above.

On June 27th a letter was sent to the Premier requesting him to issue a policy statement on birth control and also asking for a copy of the Task Force Report on Family Planning recently completed, but not yet made public. A second letter was sent September 26th.

A paper was written on 'A Study of the Use of Birth Control Techniques to Planned and Unplanned Pregnancies' following a survey conducted in Toronto on a sample of 277 couples attending prenatal classes. The findings support the recommendations in Council's Brief by clearly demonstrating a great need for expanded resources and education in the area of birth control. They also indicate that existing birth control services are not adequately publicized.

Women on Family Benefits Allowances

A delegation of single parent mothers receiving provincial family benefits brought various dissatisfactions in the present scheme to the attention of Council.

A study was made of the Family Benefits Act as it affects women in the position of single parent families. Statistical data was prepared on family incomes received as a result of government allowances, comparison payments to natural and foster mothers, clothing allowances, percentages of additional income allowed to mothers supplementing the allowances by employment, and as a result, three recommendations were forwarded to the Minister of Community and Social Services for consideration.

Advice was received that Ontario's income security system is being reviewed and re-examined as part of a federal provincial income security review.

As funding of family benefits is shared by the Federal and provincial governments, a liaison between our Council and the Federal Advisory Council has been established. The Chairman of the Provincial Review Committee has been consulted and will inform Council members of the progress of his Committee's work.

Assurance has been given that our views and criticisms will be welcomed as a further resource for policy alternatives to the present approach so that women requiring family benefits assistance can become more responsive, independent, and the situation improved for their participation in society.

Homemakers and Domestics

A brief sent to Council prompted a study of the status of homemakers and domestics with a view to labor legislation coverage, employment benefits, and training requirements and facilities.

Meetings were held with various agencies and individuals involved in this field. It is a very complicated subject. The main concerns arising from Council's investigation were:

- no standard of service
- no standard of job analysis
- limited and unsatisfactory training facilities
- benefits of labour legislation not understood nor welcomed by either employee or employer.

It was decided by Council that sufficient investigation had been undertaken on proposals covering domestic workers and visiting homemakers as put forth in the Green Paper on Equal Opportunity for Women (page 54, sections 'e' and 'j') to indicate a great deal more information is necessary of a research nature that Council is not in a position to undertake. The following resolution was passed and forwarded to the Provincial Secretary for Social Development, with copies to the Minister of Labour and the Executive Co-ordinator, Women's Programs Division.

"That the Women's Bureau of the Department of Labour be asked to undertake the major study suggested in (e) on page 54 of the Green Paper "Equal Opportunity For Women in Ontario: A Plan for Action"

and

That the Women's Bureau of the Department of Labour undertake a study of proposal (j) on page 54 with a view to outlining what a major training program for visiting homemakers should entail."

Council was subsequently informed that the details of a major study of the status of domestic workers is being discussed between the Research Branch of the Ministry of Labour and the Women's Program Division and an outline for such a study is being prepared. With regard to suitable training programs for domestics and expanded training, etc. for homemakers, the question of the scope of the research is being worked out and liaison with other ministries involved will be initiated as soon as possible thereafter.

Council is pleased to note that, effective October 1, 1974, regulations of the Employment Standards Act have been changed to cover domestic workers and homemakers who work for an agency rather than directly for the private householder. Coverage of the latter is still under review and a further report will be made to the Council.

Day Care

Full discussion of this subject was delayed for some time while awaiting a report of the Task Force on the Care and Education of Young Children, being prepared in the Ministry of Community and Social Services. Background material was compiled in the meantime. Dissatisfaction was expressed with the existing Day Nursery Act as being too marrow and too rigidly administered, and it was generally agreed that a greatly expanded day care program was essential.

The two statements on day care tabled in the Legislature by the Provincial Secretary for Social Development were circulated to Council members for study and the subject was discussed on several occasions. Meetings were held with various private and public agencies. Council approved the additional funds made available for day care although it said it was insufficient in view of the need. Concern was expressed that the standards not be lowered and that a good monitoring job be done to ensure adequate care, particularly in the private day care centres. It was stated that the Provincial Secretary for Social Development should be commended for getting something moving in the area of day care and it should be recognized that the Secretary was vitally concerned with the need for more day care.

When the Ministry of Community and Social Services announced it was establishing an Advisory Committee on Day Care, Council asked for representation on that committee and this was granted. Through this representative, Council will be kept informed of developments in the day care field and will have input to the committee and an opportunity to monitor the effects of the new legislation to ensure there is no lowering of standards.

Council has taken a keen interest in a proposed day care centre for Ontario government employees at Queen's Park. Members of Council met with the employee group who asked for a day care centre and have received progress reports through the Executive Co-ordinator, Women's Programs.

Correctional Services

The Council wished to explore the status of the adolescent and adult female offender with regard to rehabilitation needs and services while incarcerated and after release into the community.

Of special concern was:

(a) The number of adolescent girls who are committed to training school without being charged with an indictable offence (i.e. Section 8, Training Schools Act)

(b) The difficulty meeting the multiple needs of residents who suffered from emotional problems, marital breakdown, mental retardation, financial difficulties and vocational problems as a result of the lack of adequate communication between the Minister of Corrections, Health and Community and Social Services.

Following the discussion in Council with a representative of the Ministry of Correctional Services, two Council members visited the Vanier Institute and a report on this visit plus a follow-up visit was presented to Council. Copies of this report were sent to the Ministry of Correctional Services and the Ministry of Community and Social Services expressing the opinion that there should be co-operation between these two ministries in effecting important policy changes envisaged in the Report.

With regard to the specific concerns of the Council, we understand that Section 8 of the Training School's Act is currently under review by both the Ministry of Corrections and the Ministry of Community and Social Services with a view to eliminating commitment to Training Schools in cases where a child has not committed an indictable offence. Alternative programs for treatment and rehabilitation are being examined.

During a third meeting with staff of the Vanier, significant instances of progress were reported in the area of inter-ministerial communication and co-operation in meeting the multiple needs of residents.



Workshop

Talent Bank

In an effort to show there are a great many women qualified to assume important positions in the economic and political life of the Province, Council decided to make a determined effort to get the Ontario Government to appoint more women to boards, commissions and committees established by the Government. A system has been set up whereby Council has information on the various bodies as to duties and qualifications required and advance notice of when vacancies occur. Names are then submitted for consideration prior to appointments being made.

Requests have gone out from Council both written and verbal, for resumes of women who would be interested in serving on any of these bodies and a talent bank of some 300 names has been accumulated and sorted as to interests, qualifications and regions. This effort is continuing so as to involve as many women as possible throughout the province.

To date, 126 names have been submitted for 28 different boards or committees. In this same period, the Government has appointed 106 women and 610 men*. The results are anything but satisfactory yet. However, it is a beginning — a positive start in involving women in the governmental process. A good working relationship has been established in this area and hopefully the Government will appoint many more women to boards, commissions and committees in the coming year.

*(includes re-appointments)

Civil Service Commission of Ontario

The annual report of the Civil Service Commission for 1973-74 was discussed in Council and strong dissatisfaction was expressed with the figures detailing the percentages of male and female employees in salary categories. Of the employees earning less than \$6,000, 84.3% are women; \$6,000/\$9,999, 51% are women; \$10,000/\$13,999, 14.1% are women; over \$14,000, 8.1% are women. It was noted that as salaries go up, the number of women diminish, becoming practically non-existent at the top levels. A meeting was held with the Chairman of the Civil Service Commission of Ontario, Chairman of Council, and the Executive Co-Ordinator of Women's Programs.

An assurance was given by the Chairman of the Civil Service Commission that immediate action would be taken to offer women greater opportunities for promotion. It goes without saying that it will be some time before statistics reflect any great change. The Council, however, will monitor promotions and opportunities and keep in close contact with the Chairman of the Civil Service Commission.

International Women's Year

This subject was discussed on several occasions in Council. A committee was set up to work with the provincial government appointee named as the Ontario liaison with the federal body formed to sponsor Canada's participation in International Women's Year. The Ontario liaison is the Executive Co-Ordinator for Women's Programs, Provincial Government. This committee will also consider possible recommendations from the Council covering projects for International Women's Year. The Chairman of the Council was named by the Federal Government to the Canadian delegation to a conference on International Women's Year sponsored by the United Nations and held in Ottawa in September, 1974.

The Council questioned the validity of the Federal Government expenditure on five Regional Conferences on the Status of Women. One Conference will be held in Ontario, at York University. Expenditures of large sums of money, such as one million dollars for advertising, will do nothing for the status of women. What is needed is less talk and more action.

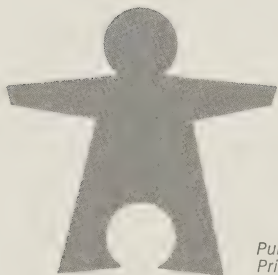
Monitoring

The entire social climate has for years depicted women in certain traditional roles. The media generally uses stereotyped expressions in its portrayal of women particularly in the field of advertising and selling.

Council decided an effort should be made to find out how the women of Ontario felt about advertising and its portrayal of women. The matter of textbooks was left to the Education Committee and the Monitoring Committee was to concentrate on magazines, newspapers, billboards and placards (later expanded to include T.V. and radio advertisements).

Stage One of an ongoing program was devised and 5,000 questionnaires were mailed out to organizations and individuals with instructions on how to monitor and record views. Stage One took place in the month of June and the results are being tabulated. Stage Two of the monitoring program will take place in the month of January, as it was decided that additional information should be compiled using a different time of year and making use of the many contacts developed in Stage One to reach even further into the community.

Apart from the formal monitoring program, Council has taken up a number of cases wherever sufficient complaints from individuals warranted it. There has been considerable success in getting offending advertisements revised or removed. Advertisers and agencies have shown they are susceptible to pressure from women and Council plans to provide the vehicle through which the women of Ontario will be able to make their views known. When sufficient information is available, a concerted effort will be made by Council to get advertisers and their agencies to present women in a more honest and intelligent way and get rid of the present depiction of women as either dumb or sexual objects or both. Please note that Council is not against sex but thinks it should not be used to sell everything from cars to floor wax.



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Towards a Positive Image of Women: Ontario Status of Women Council

2nd Annual Report
October 1974 to April 1976



TOWARDS A POSITIVE IMAGE OF WOMEN:
Second Annual Report
of the
Ontario Status of Women Council
covering the period
from October 1974 to April 1976

Council Members

Laura SABIA
Chairman
St. Catharines

Miriam HERMAN
Toronto

Anne TOMLJENOVIC
Vice-Chairman (appointed Dec. 1975)
Scarborough

Barbara LANDAU*
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Margaret ARCHIBALD
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Nellie FARIES
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Andrew PATON
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Lin GOOD*
Kingston

Olive RITCHIE
Hamilton

Evelyn HARRINGTON
Ottawa

Iona SAMIS
Toronto

*Term expired September 30, 1975.



The Honourable Margaret Birch
Provincial Secretary for Social Development

Margaret Birch

Dear Mrs. Birch,

I have pleasure in presenting to you the second Annual Report of the Ontario Status of Women Council, for the period beginning October 1, 1974 and ending March 31, 1976.

Sincerely,

Laura Sabia



Laura Sabia
Chairman



Anne Tomljenovic
Vice-Chairman

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Chairman's Message

*They talk about a woman's sphere,
Though it had a limit,
There's not a place on earth or heaven
There's not a task to manhood given
There's not a blessing or a woe
There's not a whispered "yes" or "no"
There's not a life or death or birth,
That has a feather's weight of worth,
Without a woman in it.*

Kate Field - 1850

The present generation of young women has a rendez-vous with destiny! Equal opportunities, equal responsibilities and choices are theirs, if they but unite and "carpe diem".

Three years have passed into history since the Council came into existence. I now have the honor to present to the Government of Ontario our second Report. In retrospect it has been three years of herculean, but provocative work. With sublime dedication and inspired determination, the Council tackled every task before them. Recommendations to Government covered the full gamut of women's issues as this Report well documents. We conjured up visions of equality, we had to face the hard reality of inequality. Both success and failure have been our lot. Our greatest disappointment has been the lack of any significant changes in property law. Despite Council's dogged pursuit of that illusive partnership of legal equals, in marriage and all that implies, changes now seem light years away! Day Care is still in limbo. Equal pay has eluded us. Women still earn half the amount earned by men and are clustered in low paying jobs.

We fought sex stereotyping in advertising in the job market, in sports, and in school text books. Our "About Face" publications attest to our valiant efforts.

We went on a relentless and frenzied public speaking crusade across the province, beating the drums of equality. We solicited the help of women everywhere and were amazed and thrilled at the tremendous response. International Women's Year came and went. Women were bought with their own money and stroked into a complacent euphoria. We took a great sexual leap backwards. After governments piously accepted "The World Plan of Action" passed at the Mexico Conference, Canada had the effrontery to send seventy male delegates to the Habitat Conference and only four women! The provinces sent no women at all! So much for the hypocrisy of International Women's Year and all the fine words attesting to equality!

There comes a time in the life of every appointed body when it must re-evaluate itself. With honesty and integrity it must ascertain if its "raison d'être" is still viable. The women's issues in the Government of Ontario are divided and scattered into many facets and under different jurisdictions. The "divide and rule" syndrome! The time has come to co-ordinate and strengthen the lines of communication under a Minister responsible for the Status of Women. In my humble opinion, the further need for a Council, as we now have it, raises some serious questions. To be effective, it must be made to meet the changing times.

Cheers and admiration for our Staff. With great efficiency they turned out incredible and enormous amounts of work avec "jeu d'esprit" et "esprit de corps". To me they were a tower of strength.

Women are now at the crossroads. The climate of change is here. Will they forget their differences, unite in a common front, or will they continue to let politicians divide them? Women must now choose.

"The moving finger writes and having writ moves on."



The Ontario Status of Women Council

Mandate and Membership

The Ontario Status of Women Council was established by Order in Council in September 1973 "to advise the Government of Ontario, through the Provincial Secretary for Social Development, on matters pertaining to the Status of Women in Ontario". The Council currently consists of 17 members and includes, ex-officio, the Executive Co-Ordinator of Women's Programs. All appointments to the Council are made by order of the Lieutenant Governor in Council.

Public Participation

From the outset, the Ontario Status of Women Council has been known for its eagerness and its ability to involve the public in its discussions. Since 1973, *all* monthly meetings have been open to both public and press. Council meeting minutes are sent to more than 700 individuals and organizations in Ontario and in other provinces and countries.

The Council has also held its regularly scheduled meetings outside Queen's Park – in Hamilton (January 1975) and in St. Catharines (September 1975). Study teams conducted public meetings and visited facilities in Timmins and Moosonee. Each visit opened new lines of communication with these communities.

In February and March of 1976 we held open forums, inviting the public to discuss with Council the specific problems of women with low incomes and of women working in the home. Both meetings were well attended and have provided a basis for developing new approaches to these long-standing problems.

In October 1974, the Council with government funding, sponsored a three day conference on Family Property Law. Attended by some 500 delegates, the "Fair Share" Conference involved women representative of groups across the province, and displayed a remarkable unanimity on the need for major reform in Family Law. For those unable to attend the Conference, the Council then published a booklet outlining the key areas of discussion at the Conference.

By January 1976, with no firm commitment as to when the government would introduce reforms in Family Law, Council co-sponsored a Town Hall Debate before a capacity (500 person) audience at the St. Lawrence Centre in Toronto, focussing on the critical issue of fault in determining support obligations, "Divorce and Support – Should Fault Matter?" In March of 1976 Council announced a further plan to communicate the public concern for reform in family law to the government, undertaking to sponsor a "write-in campaign".

Council's efforts to reach out and to involve women at all levels also extended to the national level, where we co-founded the Joint Federal-Provincial Council on the Status of Women. The inaugural meeting was held in Toronto in January, 1975, and meetings have subsequently been held in Saskatoon and Quebec City.

Council has also campaigned for public support in issues of general importance to women such as:

- for the immediate release of Dr. Henry Morgenthauer from jail
- for Planned Parenthood's continued participation in the United Appeal of Toronto.

Family Law Reform: A Top Priority

The law of the family – a mediaeval straitjacket comprising equal parts of legal fictions, economic injustice and scientifically untenable behavioural assumptions, that shelters from criticism behind its facade of pious Victorian moral hypocrisy.

E. Ryan
Consultant
Law Reform Commission of Canada

Assignment of top priority to reform in family law was a key proposal of the Green Paper, Equal Opportunity for Women in Ontario: A Plan for Action, June, 1973. The issues have not changed. They have only become more urgent as each day people are humiliated by an antiquated legal system.

Some Issues for Women:

- the present system of "separate property" (if you paid for it with your own money, you own it) does not allow for financial recognition of a wife's contribution either as homemaker or, indirectly, in helping her husband acquire "his" assets
- the work contributed by a wife to a husband's business may be considered by the courts as the ordinary contribution of an ordinary housewife. In the absence of an express agreement to the contrary, no financial recognition of this contribution would be awarded in the event of marital break-up
- the laws governing support during marriage presume that wives are inherently dependent on their husbands for support, and, provided only they remain chaste and available to their husbands, are entitled to support during the legal existence of the marriage
- the present law does not require women to be equally responsible for supporting spouses who are in need
- support is dependent upon a spouse's ability to prove that the other spouse has deserted, or been either adulterous or cruel

A Recent Chronology: Numerous Proposals for Change – and one Statute	
March, 1974	● Report on Property Law by Ontario Law Reform Commission tabled
October, 1974	● Council sponsors 3 day Fair Share Conference. 500 women studied and commented on the Ontario Law Reform Commission's Report on Property Law
April, 1975	● Report on Support Obligations by the Ontario Law Reform Commission tabled
July, 1975	● Bill 75, an Act to Reform certain Family Relationships comes into effect
July, 1975	● Maintenance on Divorce by the Law Reform Commission of Canada tabled

After careful study of each of the reports on Family Law – and of Bill 75, the Ontario Status of Women Council proposed adoption of legislation incorporating the following principles to the Attorney General:

(a) In Family Property Law

- legal recognition of marriage as a social *and* economic partnership;
 - co-ownership of the matrimonial home *and* household goods. This sharing principle was to be applicable to all marriages;
 - property acquired during the marriage should be divided according to judicial guidelines. The Council considered that rigid sharing rules, e.g. the equalization claim system recommended by the Ontario Law Reform Commission known as the “deferred community property” system, were too inflexible to be “just”, and proposed establishing guidelines for application by the courts;
 - marriage contracts to be legalized;
 - marriage contracts between spouses excepted, property registered solely in the name of the wife and property received from a third party or donor by way of a gift should be available to satisfy the general principle of co-ownership of the matrimonial home and household goods in the event of marriage breakdown. The Ontario Law Reform Commission had proposed excluding these from their “sharing” system, which the Council contended was reverse discrimination.
-

(b) Unified Family Courts

- that a unified family court system be provided in Ontario as soon as possible. Council considered that de-emphasis of “jurisdiction of the courts” and of the adversary system in matters pertaining to marital and family disputes would contribute to less bitterness for all concerned, particularly the children.
 - spouses should be given every opportunity to conciliate, and counselling services associated with Family Courts should ensure that every effort to obtain a reconciliation has been made.
-

(c) Support Obligations

- that the “no-fault” principles and philosophies as embodied in the Federal Law Reform Commission’s paper “Maintenance on Divorce” be applied to new legislation on Support Obligations in Ontario.
- the present assumption that wives are *inherently* dependent upon their husbands for support should be replaced by laws recognizing a *mutual* obligation on the part of each spouse to support the other when in need.

Fair Share Conference

Following publication of the Ontario Law Reform Commission's Report #4, *Family Property Law*, Council decided there was a need to involve women from a broad cross-section of the province's population in a formal public discussion of the proposed family property reforms. This decision was supported by the government and 500 delegates were invited to a "Fair Share" Conference held in Toronto in October 1974. Extensive background materials were sent to delegates prior to the Conference. Recommendations made by the Conference were sent to the Attorney General in December, 1974 and a comprehensive report on the conference was published. This report outlines recommendations made by conference delegates, and is available on request from the Council office.

The Council would like to take this opportunity to express its sincerest thanks to the Conference Committee whose members worked so hard to ensure the success of the Conference; to the Council members who led workshops; and to the many resource people who volunteered their time for the workshops. No list of those who contributed to the success of the conference would be complete without reference to the Council's past Executive Officer, who co-ordinated all the conference arrangements, or to the Secretariat staff who performed impossible feats before and during the three day meeting.

Legislative Reform: Bill 75

Bill 75, an Act to reform certain laws founded upon marital and family relationships, replacing Bill 117, was passed July 10, 1975. It was designed to:

"remove remaining disabilities of a married woman under the common law and establish the same law applying to married women equally as if they were unmarried. This includes, among other things, the right to sue each other in tort and recognition of a wife's contribution to her husband's property to ameliorate the result of the recent case of *Murdoch vs. Murdoch*."

Excerpt from Introduction to Bill 75.

To date, there have been no cases citing this law, and it is therefore difficult to assess its value. It appears that the existence of this act has had some indirect effect in family property settlements. Interestingly, comment in legal journals on this Bill has been cautious, as the implications of various interpretations of its meaning could have far-reaching, and unclear, effects. There is not even agreement as to whether the Act was meant to be retroactive!

Proposed Reform: Council's Continuing Efforts To Inform the Public

Each Attorney-General who has held office since the Council was established in 1973 has agreed in principle with Council that a major reform in Family Property Law and Support Obligations is necessary. Most recently Attorney-General McMurtry promised to introduce major family reforms during the spring (1976) session. The Council, if sceptical, is hopeful. In order to promote discussion on Family Law Reform, Council decided in March 1976 to launch a public campaign for reform. This campaign will be on-going until appropriate reform is introduced.

A Woman's Name

Published in October 1975 by the Ontario Law Reform Commission, the study paper *a woman's name* was discussed at length in a joint meeting by Council and Commission members. Council subsequently presented a brief to the Ontario Law Reform Commission, recommending certain principles:

KEY RECOMMENDATIONS

- women should always have the right to use or revert to their birth name
- a simple registration procedure (similar to procedures under the Vital Statistics Act) should be developed to allow *all* people to register – and change – the name by which they wish to do business in this Province
- flexibility in choice of name should be a governing principle for adults, so long as an adult can demonstrate that he/she has no intent to defraud
- in the interest of a child's stability all children in a family should retain a common surname with their parents, regardless of whether it is the mother's name, the father's name or a hyphenated combination of both
- a guidebook setting out rights, responsibilities and options should be given to couples when they apply for a marriage license.

Council wishes to extend its compliments to the Ontario Law Reform Commission for their decision to involve the public in discussions of this subject.

Credit

Regular complaints by women to both the Ontario Status of Women Council and the Ministry of Consumer and Commercial Relations to the effect that they were being denied credit – or granted a lower credit rating than their male counterparts – focussed attention on the need for government action. Essentially, the problem appeared to be a refusal of credit grantors to recognize that women had become an integral – and stable – part of the labour force in Ontario.

In November, 1975 the Minister of Consumer and Commercial Affairs announced an agreement with the major credit grantors in Ontario to grant credit, regardless of sex, according to specific guidelines.

Council members, in essential agreement with the content of the guidelines, were nevertheless concerned that "guidelines", lacking statutory force, would be ineffective. At a meeting with the Minister of Consumer and Commercial Relations, Council representatives expressed this concern, asking for a commitment to effective government action in this area.

The Minister agreed to have a booklet on women's access to credit developed for wide distribution throughout the province. He further agreed to consider introduction of legislation to guarantee equality in access to credit if the guidelines failed. Council and the Ministry agreed to monitor the effectiveness of these guidelines. The few complaints received to date by Council have evidently been resolved for the complainant by the Ministry; no *follow up* complaints have been received by the Council in the four months since announcement of the guidelines.

The Ontario Human Rights Code

In May 1975 Council advised the Ontario Human Rights Commission that there was no justification for the *continued* exclusion of "marital status" from the housing section of the Code. This exclusion in effect permits discrimination in housing against individuals – mostly women, if the complaints we receive are any indication – solely on the basis of marital status. For example, a recent study by the National Welfare Council "One in a World of Two's," states "the share of total family income spent for housing by single parents was more than 75% greater than that paid by all families." To further limit these choices by allowing discrimination on the basis of marital status is not only contradictory to the stated aims of the Human Rights Code, but also artificially limits the already limited options available to these women.

A comprehensive review of the Ontario Human Rights Code is underway, and Council is developing a brief outlining our views on the changes that are necessary. However, we do not understand why the Code cannot be amended *pro tem* to prohibit housing discrimination on the basis of marital status, and have expressed this view to the Commission.

Council also undertook an exhaustive survey of the proposed Federal Bill of Rights, which was found to be severely deficient in many respects. The report prepared by the Justice Committee Chairman was directed to the Federal government, and Council undertook to work with the other Status of Women Councils to impress upon the Federal Government the dangers of implementing the legislation as proposed.

Education

Key Problem Areas in the System

The key problems in education – whether in the primary or secondary school system, in the colleges of applied arts and technology or in the universities – are structurally similar:

- sex-stereotyping in courses and texts offered to students
- sex-stereotyping in “guidance” provided to students
- overt and/or covert discrimination against women at policy-making and administrative levels

In the Primary Schools

Even though Council's booklet on sex-role stereotyping, *About Face: Towards a Positive Image of Women in Textbooks*, was mailed to every school in the province, Council members were repeatedly told that many teachers had not seen it. As if to prove that “you can't keep a good book down”, requests then began to pour in from all over the province. The document was increasingly included in teacher training courses. Early in 1976 a reprint (funded by The Ministry of Education) was approved. Since publication of this booklet, the Ministry of Education has established guidelines for all texts submitted by publishers for approval and use in the schools. All *new* texts must meet these guidelines. Unfortunately, the Ministry has been unable to approve replacement of sexist texts currently in use. Until the old texts are worn out, teachers and parents will have to correct the biases widely identified in many texts! Recent booklets such as that published by the Federation of Women Teachers Association “And Then There Were None”, and, the increased awareness of parents, teachers and students will, we hope, help fill the gap.

In Secondary Schools

- *Guidance Counselling* has provided a major focus for Ministry of Education and Council efforts.
“It is anticipated that eight out of ten women presently in school will work outside the home for 25 to 30 years.”
Changing Roles in a Changing World, Published by the Ontario Ministry of Education, 1976.
- Although increasing numbers of women *must* work and *will* in fact spend an average 30 years in the work force, women continue to choose careers in low-paying jobs – and to take courses to prepare them for 30 years in these jobs!
- The Ministry of Education and the Council recognized the need for government leadership in this vital area. The Ministry produced a resource guide focusing on the female student, *Changing Roles in a Changing World*. This is directed to all teachers, counsellors and principals and explores the special needs of young women. To compliment and extend the general understanding of these needs, the Council is currently considering publication of a more comprehensive guide for guidance teachers.
- *Curriculum reform* to eliminate the same sort of sex stereotyping as that identified at the primary level is considered essential. The Council has commended the Ministry of Education for its formal efforts to identify and change critical problem areas.

- Senior jobs in *Educational Administration* continue to be occupied almost exclusively by men, despite the very large numbers of women professionals in the school system. Despite the obstacles to gaining entry to the Ministry of Education's Principal's courses – decisions regarding admission rest essentially with each board, not the Ministry – the numbers of women being admitted to principals' courses have almost doubled since 1973. However, at the time of writing, women hold only 11 of nearly 583 supervisory officer positions in the educational system, e.g. director and superintendent levels.

In response to repeated Council requests for statistics – and action – the Minister of Education has formally asked that each school board present full statistics on all aspects of the status of professional women employees – and that each board submit an action plan for improving this status. The fact is that there are only 11 women principals in Ontario's 545 secondary schools. This is simply not an acceptable ratio. Council warmly commended the Minister for recognizing the problem, and expressed the hope that some "results" would be forthcoming.

- Some *School Boards* have established Status of Women Committees composed of parents, teachers, board members and trustees, and are to be commended. Council regrets that more boards have not seen fit to follow suit. The need to face the multitude of sexist attitudes and practices, and to devise a common approach to eliminate these remains.

In The Colleges of Applied Arts and Technology

After an extensive review of the report "Women and the Colleges of Applied Arts and Technology" published in 1975 by the Ministry of Colleges and Universities a Council task force directed a brief to the Minister of Colleges and Universities.

KEY RECOMMENDATIONS

- that the Minister of Colleges and Universities should reaffirm the position of the government concerning the need for a concerted effort to ensure equal opportunity for employees in all government funded institutions – together with the necessary systems for advising, supporting and monitoring these programs:
- that appointments to the Council of Regents reflect this commitment;
- that the bodies responsible for nominating members to the Boards of Governors of the various colleges be *actively* encouraged to improve representation of women on the aforesaid Boards of Governors.
- that a formal study of the status of women both as employees and as students in each college be undertaken and include an analysis of the distribution of students by course enrolment and sex, together with an outline of the counselling program available to students enrolling in the College. Each study was to include a review of college efforts to break down traditional stereotypes.

In Universities

Ontario's universities are autonomous institutions, and, as such, are not bound by the Affirmative Action Plan of the government of Ontario. However, various studies of Ontario universities highlighted the need to obtain from them a commitment to equal opportunity. Council presented a brief entitled *Women and Post-Secondary Education in Ontario* to the Ontario Council on University Affairs (April, 1974). Council then formally asked each Ontario University to prepare an individual report on the status of women in that institution. (Copies of reports on the status of women by York, Toronto, Queens and Guelph universities have since been received by the Council.) The Ministry of Colleges and Universities subsequently undertook a major study "Women and Ontario Universities", published in October 1975 which has generally supported Council findings. Although Council is aware of action taken by certain universities to correct obvious salary anomalies, we are preparing a more general review of this activity in Ontario's universities.

In Conclusion

Two persistent themes run through reports on post secondary education. The first is the continued domination of enrolment in courses leading to traditionally acceptable "women's" careers, e.g. teaching, nursing, social services, by women. The second is the fact that women drop out disproportionately at all stages of the education process – most often before or immediately after completing a first degree, also during post-graduate work. These phenomena are of course not unrelated. Improvement in the status of women in post-secondary instructions requires *individual* commitment, as the Education Committee's Co-Chairman wrote in her brief to the Council on July 9, 1975:

- women *must* pursue higher education; they *must* achieve absolute equality at all levels of education, particularly in graduate studies and in professional disciplines if they are to move into rewarding employment in society.

The Media

Advertising

Objectionable advertising is not confined to any one locale or medium of communication. Rather it is found everywhere. This fact was probably the most striking finding of a media survey conducted across Ontario by the Council's Monitoring Committee. Designed primarily to provide an insight into the sorts of things women find objectionable in advertising, we "got an earful." The general results of the survey were analysed and published in the Council's booklet *About Face: Towards a Positive Image of Women In Advertising*. The Council is most grateful to the members of the Media Monitoring Committee and to the many women who participated in the project for their assistance.

Advertising: Intellectually Patronizing and Insulting to Women

What most infuriated the women who reported to the survey was the portrayal of women in advertising as utterly stupid and congenitally incapable of having or exercising any intelligence in their own right. A sample comment:

- An automobile repair commercial focussing on the stereotypical dumb blonde's problems with a broken muffler: "Depicting women as simpering idiots, willing to accept any sales pitch as long as it is delivered unctuously . . . At S . . . you're a Nobody – just another sucker."

Advertising: Stereotyping and Demeaning the Female Role

Numerous complaints flayed ads suggesting – either explicitly or implicitly – that there is only one role for women in our society (that of housewife) and that it is the inevitable and proper destiny of every female:

- A cooking oil commercial showing a teenage girl cooking dinner for family and fiancé, while father stresses to fiancé that "good cooks make good brides". Commented one woman: "Incredible stereotyped images. Do young girls have no part in deciding their own futures? Is there no alternative to being a housewife?"
- The exclusion of women from interesting and responsible activities OUTSIDE the home were widely criticized, e.g. as in newspaper ad for Ontario Hydro which showed (picture #1) a male Hydro employee, "discussing" energy conservation with a corporate president, and (picture #2) a housewife sitting passively at her kitchen table reading a booklet which 'tells' her how to conserve electricity 'too'. One comment: "The all too prevalent notion of males 'doing business' contrasted with the insipid, necessarily-content-in-the-kitchen female . . . is disgustingly insulting to women."

Advertising and Sex

Advertisements showing women as sex objects or mere decorative appendages to men are another source of consternation to many. An airline commercial describing stewardesses as 'rare birds' who spend their time crooning 'we make you feel good all over' drew numerous comments; as one woman said: "it is the women being sold, not the product."

Action by The Council

As expected, publication of "About Face: Towards of Positive Image of Women in Advertising" generated a negative response on the part of most professional advertisers. Meetings between Council members and representatives of major groups of advertisers resulted in a somewhat better appreciation of each others views: the Canadian Advertising Advisory Board established a task force to develop guidelines on how women should be portrayed in advertisements. However, no major change in advertising has been observed, and, to date, we are unaware of the results of the aforesaid Task Force's efforts.

T.V. Ontario

While sparing us from commercial exploitation of women, T.V. Ontario has failed to respond in a particularly positive way to the Green Paper's emphasis on its potential with respect to women's needs. In 1975 the Council's Media Monitoring Committee established a program to review systematically TV Ontario programming. Expecting to find Educational Television presenting a reasonably *positive* image of women, the Monitoring Committee was disappointed. The picture of women was dismal – alcoholics, drug addicts – in sum, women as society's losers; the only major programs in over one week of viewing which focussed on women were:

- Gale is Dead – A true story of an English female drug addict. February 6, 1975
- Edna the Inebriate Woman – A two hour story of a woman from extreme poverty and deprivation. February 7, 1975

In a brief presented to TV Ontario's Board of Directors, Council recommended:

1. A commitment to develop women's programming, i.e. that which presents a positive and diverse image of women, and gives emphasis to the particular experiences and issues that are of special significance to women in Ontario, and which also involves women at all levels of the program decision making process and integrates them into all areas of the broadcast media.
2. Immediate introduction of programming such as:
 - a. career counselling for women utilizing daytime television as recommended in the government's 1973 Green Paper.
 - b. a regular show for, with and about women.
 - c. programming on current legislation affecting women (in co-operation with the Women's Bureau).
 - d. credit courses in conjunction with the Ministry of Education.

Since presentation of the brief, Council members have met with TV Ontario staff and the Chairman of the Council has worked with the Director's Consultative Group on Women Programming. Council commends TV Ontario for its continued willingness to listen to suggestions and for such program improvements as may have resulted from these consultations. However, while we are pleased by the apparent receptiveness of the TV Ontario Board to our proposals, we would welcome more tangible results. Funds permitting, the Council hopes that some of our proposals will be translated into program reality by the 78/79 season.

Changes in Fringe Benefits Legislation

Appointment of a formal Task Force to review provisions of the Employment Standards Act (Part X – Benefits) in light of the intent of Section 4(1)(g) of the Human Rights Code resulted in 1974 in an interim paper on discrimination in benefits and insurance. Council concluded it lacked the professional expertise necessary to prepare a considered response and special consultants were employed to prepare a brief on proposals which Council recognized as highly complex – and absolutely crucial to the equal status of working women.

Council's major objections to the present situation, and to the recommendations of the Task Force, later retitled the Task Force on Part X of the Employment Standards Act, which became law November 1, 1975, are:

- exemptions of certain areas from regulation under the revised legislation, e.g. in money purchase plans such as employee – pay-all and profit-sharing plans. It is still possible to “discriminate” on the basis of sex, etc., in these plans.
- continuing acceptance of differential payments based on existing, sex-based, actuarial tables. This practice was defended by an insurance company representative before the Council (March, 1976) on the basis of the industry's commitment to “equity” in treatment whenever equity is in conflict with “equality”. Council expressed the view that unisex actuarial tables would be preferable instruments for insurance companies, and noted that equality was an integral component of real equity.
- continuing exclusion of all private pension and insurance arrangements from coverage: the Employment Standards Act covers only relations between employers and their employees.
- continuing exclusion of large segments of the labour market from coverage which applies only to those businesses governed by the Employment Standards Act. Very small businesses and all Federal corporations and departments are excluded. If equality in pay and fringe benefits were mandatory under the Ontario Human Rights Code, the application would be broader.

Although the continuing acceptance of sex-based actuarial tables, etc., results in better treatment of women in some cases (e.g. life insurance), and worse treatment in others (e.g. annuity systems), the Council remains convinced that these forms of discrimination should cease, and that all individuals in Ontario should be allowed the *same* dignity in benefits, provided they have the same work (and contributory) records.

Equal Pay

“I'm not one of those women's libbers, BUT, I'm for equal pay . . .”

Anonymous. Too numerous to be recorded.

In 1975, equal pay for substantially the same work became law in Ontario. On passage of that amendment to the Employment Standards Act, Council petitioned government on behalf of certain government classes of employees (female) e.g. seamstresses, then being paid less than other classes (male), e.g. tailors.

A review by the Civil Service Commission brought results which were implemented retroactively to the date on which the revisions to the Employment Standards Act became effective:

- rates of seamstresses were equated to those of tailors.
- rates for hairdressers were equated to those of barbers.
- rates for maids were adjusted to that of Helper, Food Services and the term "maid" eliminated.
- differences in cleaning jobs are now defined in terms of tasks, and individuals in these jobs are re-classified whenever necessary.

Daycare – The Government as an Employer

Council recommended that the Government of Ontario, as a major employer, should design and implement a pilot project to provide daycare for employees' children in the Queen's Park complex. The project was rejected by the government, primarily on the basis of the costs involved. However, the government did establish the office of Queen's Park Daycare Counsellor, to be responsible for helping Queen's Park employees to find proper daycare for their children. In commending the government for this innovation, the Council asked that the proposal to establish a Daycare Centre be reconsidered should the Counselling Service prove unable to locate suitable care.

Homemakers and Domestic

In 1974, Council decided that more research on the proposals contained in the Green Paper concerning domestic workers and visiting homemakers was essential.

It was therefore recommended that the Women's Bureau of the Ministry of Labour be asked to undertake the major studies associated with these subjects. At the time of writing, we are advised that this study is nearing completion. In the meantime, the Employment Standards Act has been extended to cover homemakers and those domestics employed by agencies. Council's recommendation (May, 1975) that domestics be covered by the Ontario Human Rights Code is still under consideration as a part of the general review of that Code.

Working in The Home: An Economic Contribution "In Kind"

In common with most "official" status of women groups, Council believes that the "housewife" should be accorded the same social dignity as a producer of goods and services as is the salaried worker. This contribution "in kind" to the gross national product should be given some form of recognition, in the form of certain "rights". In what way can/should government afford formal recognition of the rights of the worker in the home?

Council examined a number of proposals, continually noting that any solution to this problem should:

- recognize the individual's right of freedom of choice and personal responsibility for her own "life" choices (equality).
- ensure that proposals not be discriminatory in favour of women (equity and equality).
- recognize the general economic realities of modern society.

One of the proposals examined and rejected by the Council as failing to meet these criteria was the suggestion that the state pay a wage for housework. Aside from the not insignificant question of costs, certain questions appeared to present fundamental obstacles:

- should women without children but working at home be subsidized for maintaining their husband's home?
- what about cases where both spouses work, i.e. are salaried, *and* jointly raised a family *and* maintain their home? Since both are already salaried, their contribution in raising a family and maintaining a home would have no extra value.

The review of how best to recognize the homemaker's contribution then focussed on their possible inclusion in the Canada Pension Plan.

Housewives and the Canada Pension Plan

Council then reviewed a Federal proposal which would enable housewives to participate as workers in the Canada Pension Plan. Council considered this proposal not feasible: not only is the Canada Pension Plan already not adequately funded, but the inclusion of housewives also appeared to create an impossible actuarial situation since the fund is earnings related and housewives as such have no formal earnings. Council also observed that inclusion of housewives at the full "rate" would be possible only for the relatively affluent, and would not solve the problems of the many women who could not afford to participate.

However, Council did agree that actual pension benefits of both partners should be regarded as a part of the assets of a marriage in the event of marriage breakdown, and, as such, capable of division. Council also agreed that through establishment of a fair system of Family Property Law women would probably come to a better appreciation of their economic contribution to marriage, and thus be able to assert their rights to its economic benefits.

Council also recorded its objection to a 1975 change in the Canada Pension Plan which discriminates in favour of married women by permitting them to participate in the plan at age 60, but omitted consideration of widows and single persons. The Federal government replied to this objection with an affirmation of its intention "to establish a guaranteed income program which would take care of all cases, whatever the age, the condition, or whether those involved are married or single."

At the January 1976 meeting of the Joint Councils in Quebec City, it was unanimously agreed:

- that Canada Pension Plan/Quebec Pension Plan credits accumulated during marriage be split equally between the spouses upon the breakdown of the marriage, and
- that a specified number of months of low or zero earnings be allowed to be excluded from the contribution period, provided these are months in which the contributor stays at home for child-rearing purposes, and that eligibility for disability continue uninterrupted during this period.

In March, 1976, Council authorized a review of the role of the housewife, and is presently developing a booklet *About Face: Towards a More Positive Image of Women as Housewives*.

*"The single parent with two children would do no better financially by working than remaining on Family Benefits even at an hourly wage of \$4.04"**

– A Senior Ontario Government Official

*The current minimum wage is \$2.65/hour.

The original mothers' allowance program introduced at the end of World War I was designed to provide long term stable maintenance for mothers with children. The idea of a rehabilitative program, designed to make mothers self-sufficient, was unthinkable to legislators at that time. Since then, fear of losing dental and medical benefits and of having to re-apply and wait for benefits to be re-instituted, have provided a positive disincentive to mothers who otherwise might be prepared to "gamble".

Addressing these problems, Council recommended that the Minister of Community and Social Services adopt a series of policies for families supported through this system:

- THAT families be allowed a special back-to-school allowance to offset the cost of new clothes.
- THAT a more reasonable amount of earnings be exempt to recognize the costs incurred in working part-time.
- THAT earnings be averaged over a longer period of time so that women could take advantage of seasonal employment.
- THAT a mother who leaves the program to work be given a start-up grant to offset the costs of buying clothes, paying for daycare and transportation.
- THAT fringe benefits such as OHIP, drug card, dental card be maintained throughout the period that a parent is in any retraining course.

With the exception of the fringe benefits recommendation, these recommendations were – in general – implemented in May, 1975.

During the latter part of 1975 and early in 1976, Council repeatedly expressed its support for the Y.W.C.A.'s "Focus on Change" program, which is designed to prepare women on Family Benefits Allowance for formal retraining and upgrading programs.

Alerted that the program might be a victim of government cutbacks, Council expressed its support for this approach in principle and practice to successive Ministers of Community and Social Services. The continued support of the Minister and the Deputy Minister of Community and Social Services has averted any major change in these programs, and Council has been delighted, not only with renewed funding for these projects, but with the interest in this approach shown by the Ministry.

Daycare

Lack of adequate safe daycare at an affordable price is one of the most critical problems facing working women. Working women usually must return to their jobs within three or four months after giving birth – but infant care is practically non-existent. Part-time and after-school care are almost as difficult to arrange. The effect on women's economic needs and personal choices of this is reflected in a daycare "needs" study ("Working Mothers and their Child Care Arrangements", Statistics Canada Labour Force Survey 71-001, September, 1975) which found that 36% of the women respondents in Ontario gave as their reason for not working their inability to "make satisfactory child care arrangements"; this, despite their expressed desire to work.

In October, 1974, the Council commended the province for increasing the 1974-75 provincial daycare capital budget by \$15 million – and noted that if the ultimate objective were adequate access generally to daycare, then Ontario would be required to make even larger sums available in the future.

The Advisory Council on Daycare

In 1975, the Minister of Community and Social Services formally recognized the existence of a serious problem in daycare and established an Advisory Council to review the situation in general. Given the existence of this Advisory Council – and the representation of the Status of Women Council on that body, Council opted to leave its major review of this very subject until the final report of the Advisory Council had been tabled. As progress reports were issued, Council, continuously reviewed and supported interim recommendations.

Tax Credits for Daycare

In 1975, Council proposed to the Treasurer a system of tax credits for those purchasing daycare services. The system was to favour lower income families and to be similar to the property tax credit system. Although the government assured Council of its support for the concept of tax credits for daycare, Council was advised that the government was not prepared to commit itself to any new, and potentially costly, tax credit system at the present time.

Proposal That The Government Conduct a Comprehensive Study of Women and Health

Some problems:

- women consume twice as many tranquilizers as men do
- a study by the College of Physicians and Surgeons of Saskatchewan showed 25% of all hysterectomies were unnecessary
- the majority of hospitals require a husband's approval for his wife's operations if they relate to child-bearing functions – the reverse is not necessarily the case in practice
- more than 50% of all symptoms reported by general practitioners in women aged 20 to 59 were related to general depression, e.g. anxiety, lassitude, fatigue, vertigo, headaches. This category of complaint is almost twice as large as the next largest, which covers medical problems associated with women's child-bearing functions.

In May, 1975, Council proposed that the Minister of Health establish a Task Force on "The Female in Health" to inquire into and make recommendations on:

1. Medical Treatment
 - a. unnecessary operations
 - b. prescribing drugs
 - c. role of drug advertisers
 - d. the practice of psychiatry
2. Health Care Delivery
3. The Status of Women Health Workers
4. Research and Education

The Ministry of Health is still considering this proposal.

Birth Control

Efforts of the members of Council to obtain support for a public program of birth control services and information met with success in December, 1974. At that time, the Minister of Health announced a comprehensive, widely available program designed to provide information, education, and services in conception control and family planning. Local official health agencies were to be made responsible for ensuring the provision of services in their community or area, either directly or through local agencies.

Council commended the Minister and the government for leading the provinces in this vital issue, but continues to be concerned that this policy be implemented not only in terms of "paper" compliance, but in reality.

Council is also concerned that the Ministry of Health embark on a public information campaign (similar in scope and size to the recent alcohol campaign), directed specifically to reducing the number of unwanted pregnancies among girls and young women.

The Council has supported removal of abortion from the Criminal Code of Canada, arguing that women should have the right to make their own personal and moral choices. Council has repeatedly rejected a description of its stand as "pro abortion", which it is not; its position is accurately described as "pro choice".

Equal Access to Fitness

"Fitness is a right of every Canadian."

Abby Hoffman

In addressing the Council on the subject of women's access to equal sport and fitness opportunities, Abby Hoffman noted some key deficiencies:

- women do not have equal access to either sport facilities or sport dollars.
- most municipal sport dollars are channelled into competitive sports which exclude young women – e.g. Study by Mayor's Task Force (Toronto) concluded that young boys have twice as much time at municipal recreation centres as girls.
- schools spend a major portion of their sport budgets subsidizing professional "male" sport, e.g. money spent on hockey and football in effect provides future stars for professional "male" sport. These expenditures in effect deprive young women in the school system of the financial resources necessary.
- emphasis on sports like hockey and football deny young people – both boys and girls – the right to attain their full fitness potential.
- a lack of role models – female coaches and athletic administrators – means that there are few examples for young women to emulate.
- the *myth* that women are physically "inferior" in all respects is a primary factor contributing to present social attitudes about the "inferiority" of women.

After an intensive review of these problems, Council asked Hoffman to write *"About Face: Towards a Positive Image of Women in Sports."* (Projected publication date: June, 1976.)

Special Project #1

Talent Bank

The Council notes that the government has begun to appoint more women to its Boards, Agencies and Commissions. At the time of writing, one in seven members of government Boards, Agencies and Commissions is a woman; compared with one in eleven in 1973. One of the most important breakthroughs achieved by Council and other women's groups in this area has been a new recognition of a woman's volunteer (unpaid) activity as work experience for purposes of evaluating qualification for appointment.

At present, the Talent Bank in the Ontario Status of Women Council office contains approximately 550 names and résumés of women who are interested in appointments to government agencies. As we are advised of vacancies, this bank is reviewed and names are submitted to the government for further consideration.

Women wishing to participate in this project should forward their résumés to the Ontario Status of Women Council, 801 Bay Street, 3rd Floor, Toronto, Ontario M5S 1Z1

Special Project #2

International Women's Year

(a) General

Although Council supported the Executive Co-Ordinator of Women's Programs as she expertly eased the Province through International Women's Year, members were initially concerned that once International Women's Year ended women's problems would be considered "looked after". Council members were further concerned about the possible loss of impetus, as the serious business of obtaining real legislative reform would be deferred once the "circus" atmosphere of International Women's Year had ended.

In general most members of Council found International Women's Year a positive force in terms of its effect in raising the general consciousness of the Canadian public to women's basic human rights. Council members found groups addressed on women's issues more responsive than ever, and were pleased that at least some of the proposed legislative reforms have been translated into reality. The major disappointment was the failure of federal and provincial governments to agree on reforms in Divorce and Family Property Law.

(b) Ontario Status of Women Council: Special Project for International Women's Year

The Council had long been convinced that real change could result if the key decision makers in major industries, unions and universities could be persuaded to initiate programs to integrate and recognize women with ability. The Council undertook to write some 500 of these institutions, asking them to commit themselves to a program of equal opportunity for women. The response was bleak. We received enthusiastic replies from 15 industries, 3 universities and 1 union, who are to be commended on their progressive attitudes.

Joint Council Meetings

An historic inaugural meeting of the formal Status of Women Councils from across Canada was held January 30, 1975 in Toronto. Hosted by the Ontario Status of Women Council, the meeting was attended by the three official provincial councils, i.e. Quebec, Saskatchewan and Ontario, and, of course, the Federal Advisory Council. Other provinces participated by sending delegates. Nova Scotia, New Brunswick, and Prince Edward Island have since established their own Councils.

In spite of varied cultural, geographic and even language differences, we found shared approaches to mutual problems, similar goals – and a sense of co-operation that is too often absent in federal – provincial deliberations! This sense of co-operation was, we realized, essential if we were to acquire the leverage needed to translate women's rights into legislative reality. Following the success of the first meeting, it was decided to meet regularly. Since the initial Toronto meeting, the Joint Councils have met in Saskatoon (1975) and in Quebec City (1976).

It is symbolic of the strength and vitality of Canadian women that key policy statements have received unanimous agreement by *all* Canadian Status of Women Councils, e.g.:

***Divorce**

That no fault divorce procedures should be adopted in Canada at the earliest possible date.

***Canadian Human Rights Act – Proposed Bill C-72**

All Councils expressed numerous and serious reservations regarding this proposed act and determined to take concerted action to obtain the necessary modifications. The Minister of Justice assures us that the Bill will be changed.

***Canada Pension Plan/Quebec Pension Plan**

That, as a minimum, credits accumulated during marriage should be split equally between the spouses in the event of marriage breakdown. In addition, agreement was reached on the need to suggest new methods of granting economic recognition to the homemaker.

***Native Women**

That the federal government commence immediate consultations with native groups, in which Indian women are adequately represented. The Indian Act as it presently stands is deplorable. It denies Indian women their full rights as citizens of Canada, and as such is contrary to the Universal Declaration of Human Rights, the UN convention on the nationality of married women, the UN Declaration on discrimination against women, and the spirit of the Citizenship Act of Canada.

***Abortion**

On the critical matter of abortion, all Councils agreed that the Canadian law on abortion is not working, is unjust, and must be changed. It was proposed by Quebec and accepted by all Councils which adopted a position on this issue that:

- abortion be removed from the Criminal Code
- abortion be a matter of individual conscience and not a criminal act
- abortion be considered a medical procedure and thus come under the provincial and territorial laws governing medical practice
- until the law is changed, *all* hospitals be required to establish therapeutic abortion committees and that the composition of these committees be modified to include non-medical personnel such as social workers and psychologists
- the definition of "health" of the World Health Organization be applied in Canada
- that support services be established to permit women, particularly single mothers, to have and keep their babies if they wish to do so
- the availability of birth planning clinics and services be established and expanded throughout Canada

Representatives of the Provincial Councils and the Federal Advisory Council, continue to press for this reform.

Council Guests

The Council offers its warmest thanks to those who contributed so much to its deliberations:

DATE	NAME	AGENCY	TOPIC
Oct/74	Glen Heagle	Ministry of Community & Social Services	Income Security
Nov/74	Charlene Shaw & Audrey Orr	Murray G. Bulger Associates Ltd.	Task Force on Benefits
Dec/74	Robert McPhee	Ontario Human Rights Commission	Human Rights Commission in relation to the status of women
Jan/75	Wes McLoughlin & Ronald Nixon	Ontario Housing Corporation	OHC Housing availability re – single parents
March/75	Ranald Ide	Ontario Educational Communications Authority	O.E.C.A. programming in relation to the status of women
April/75	Dr. Marion Powell	School of Hygiene University of Toronto	Women and Health
	Ruth Cooperstock	Ontario Addiction Research Foundation	Women and Health
May/75	Abby Hoffman	Olympic Association	Women and Sport
	Hon. Robert Welch	Minister of Culture & Recreation	Women and Sport
	John Thorsen	Ministry of Culture & Recreation	Women and Sport
	Marnie Clarke	Women's Bureau Ministry of Labour	Discussion of Affirmative Action Program
July/75	Elma Roberts	Ministry of Community & Social Services	Day Care
Sept/75	Edward Ryan	Law Reform Commission of Canada	Support Obligation
Oct/75	Sylva Gelber	Canada Department of Labour	Human Rights Comm. Labour Standard Act, Pension Benefits & Insurance
	Susan VanderVoet	Opportunity for Advancement	Women on Welfare
Nov/75	Allan Leal, Q.C.	Ontario Law Reform Commission	A Woman's Name
	Lyle Fairbairn	Ontario Law Reform Commission	A Woman's Name
	Simon Chester	Ontario Law Reform Commission	A Woman's Name
	Joan Sadleir	Ontario Law Reform Commission	A Woman's Name
Nov/75	Edward Ryan	Law Reform Commission of Canada	Family Property Law – No Fault Concept
	Mary Eberts	Faculty of Law University of Toronto	Family Property Law – No Fault Concept
Dec/75	Wm. W. Hussey	Ministry of Labour	Benefits: Overview of new legislation
	Kay Eastham	Ministry of Labour	Benefits: Overview of new legislation
	James Norton	Wm. M. Mercer Limited	Benefits: Overview of new legislation
	Dr. Sheldon Geller	Ministry of Government Services	Rape
Feb/76	Hon. Margaret Birch	Provincial Secretary for Social Development	Housewives
	Solveig Ryall	Brio Films	Film – “A Feminist Speaks”
March/76	W.J.D. Lewis	Canadian Life Insurance Association	Insurance
	Ruth Cooperstock	Ontario Research Addiction Foundation	Findings of the Women's Caucus on Alcohol & Legal Drugs
	Rita Mifflin	Focus on Change	Women on Welfare

Publications Available

- Ontario Status of Women Council Annual Report year ending September, 1974
- "Fair Share" Ontario Women's Conference on Family Property Law – October, 1974
- Our Concern is the Status of Women (leaflet)
- About Face: Towards a Positive Image of Women in Textbooks
- About Face: Towards a Positive Image of Women in Advertising
- About Face: Towards a Positive Image of Women in Sports

Copies of the above publications now available

Ontario Status of Women Council
801 Bay Street – 3rd Floor
Toronto, Ontario M5S 1Z1

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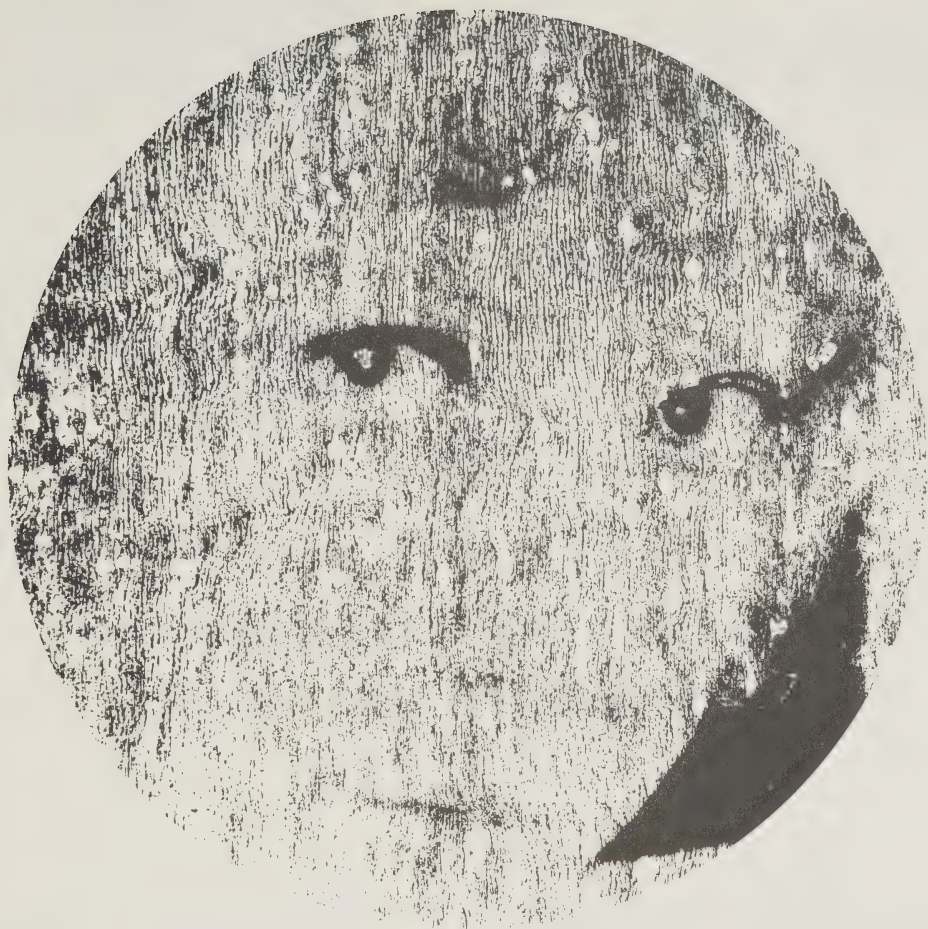


Government of Ontario
Publication



Towards a Positive Image of Women: Ontario Status of Women Council

3rd Annual Report
April 1, 1976 to March 31, 1977



TOWARDS A POSITIVE IMAGE OF WOMEN:
3rd Annual Report
of the
Ontario Status of Women Council
covering the period
from April 1, 1976 to March 31, 1977

Council Members

Lynne Gordon
Chairperson
Toronto

Ruth Cunningham
Vice-Chairperson
Thunder Bay

Laura Sabia
Past-Chairperson
St. Catharines

Charlotte Matthews
Sarnia

Anne Tomljenovic
Past Acting-Chairperson
Scarborough

Ethel McLellan
Toronto

Margaret Archibald
Chatham

Dorothy McPhedran
Toronto

Donald Blanchard
London

Mary Mogford
Toronto

Catherine Charlton
Toronto

Andrew Paton
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Joyce Robertson
Sault Ste. Marie

Miriam Herman
Toronto

Iona Samis
Toronto

Beverley Kirkpatrick
Bracebridge

Lorraine Smith
Ear Falls

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Karen Weiler
Toronto

Margaret MacGregor
Toronto

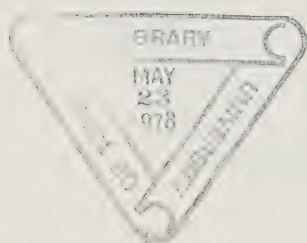
Jean Milne Watson
Innerkip

Philip Manuel
Toronto

Kathy Wood
Toronto

Jacqueline Martin
Ottawa

Betty Graham
Toronto
(Oct. 9/74 - Sept. 30/75)





The Honourable Margaret Birch
Provincial Secretary for Social Development

Dear Mrs. Birch,

I have pleasure in presenting to you the third Annual Report of the Ontario Status of Women Council for the period beginning April 1, 1976 to March 31, 1977.

Sincerely,



Ruth Cunningham
Vice-Chairperson



Lynne Gordon
Chairperson

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Chairperson's Remarks

My appointment to the Ontario Status of Women Council came at a time of crisis for women of all ages, and at a time of crisis for the Council itself. First, International Women's Year was over. Second, it seems that in times of economic restraints there is a tendency to undervalue the needs of many human services, particularly the needs of women. Because of the economic crunch there seems to be a concerted effort to push women out of the marketplace and political office, back into the home, regardless of individual choice.

It was also a time of challenge. It made it vital to reassess our goals, re-stress our philosophy, and focus on our priorities as outlined in the Government's Green Paper, Equal Opportunity for Women in Ontario: A Plan for Action, June 1973 to make sure our goals are being reached.

The crisis made us draw upon our resources for more innovative approaches, so that we could continue to be effective agents for change. It was exciting to be charged with the responsibility for change and re-evaluation of direction, and stimulating to realize that being a woman meant bearing responsibility not only for oneself but for all women.

In order to strengthen the role of the Council, it was vital for me to meet with public pressure groups and to speak to women all across the Province, not only to supply information but to listen. In listening, I was happy to discover that there is a stronger network of support than even before. In order to uncover that support, it was necessary to eliminate that divisive phrase "but I'm not one of those (women's libber)" and concentrate on the issues. I found that women were more in agreement than divided on major issues, once distracting meaningless labels were removed. They were concerned about sex-stereotyping in schools, poor health care delivery, equal pay for work of equal value, the availability of a comprehensive childcare package, and a strong family law bill that stressed that marriage was an equal partnership both socially and economically. All women may not always approach these problems in the same manner or with the same time-table, but more women recognize that they had a contribution to make in improving the status of women — and because of this our base was broadened to include women from all walks of life. Their priorities are our priorities. We are committed to bringing these priorities to the attention of the Government, to pushing for legislation, and to monitoring the enactment.

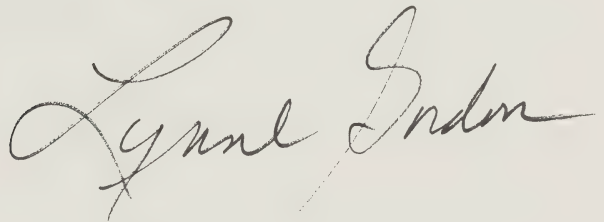
To ensure the realization of our goals, we met with all members of the Cabinet, as well as with members of the Opposition Parties, to forcefully state our views. We made it clear we expected support, were prepared to fight, and to bring that fight to the community. In some cases we encountered sympathy, sometimes caution, and in others we were given solid support. It has not been easy, but we never expected it to be.

The work of the Council could not have been accomplished without the dedication of its members. It has been a learning process, and has meant the bonding of a variety of women and men with varying ideas and opinions. We have realized that women must take responsibility for themselves and other women in order to have full access to equality in law and to live with dignity. The network of women supporting women is spreading. They are even more intent on these goals when they realize they are passing on the benefits to a future generation, in many cases their own children.

It doesn't take an historian to know that any real gain is only the result of continued consistent fighting. In answer to the much-asked question, "how long will it take us to achieve equality?" my answer has to be, "as long as necessary". I ask, "how long has it taken the world — 'humankind' to reach its present civilized state?" — wars still go on, inflation, unemployment and disease are still rampant.

I express my appreciation for a Council whose members have become more and more involved, concerned and informed, and who have put themselves in the vanguard by daily carrying the message to their own communities. Special thanks to my Vice-Chairperson, Ruth Cunningham, who has held my head and my hand, and stood ably by when her support was sorely needed.

Despite the pressure, this is an exciting time for women, and I am optimistic about the future. A future when women discover that they represent over 50% of the population and have the potential for great power — power that can be used to the benefit of all people. The choice is ours.

A handwritten signature in cursive script, reading "Lynne Indon". The signature is written in dark ink on a light background. The first name "Lynne" is written with a large, flowing 'L' and the last name "Indon" is written with a large, sweeping 'I'.

Mandate and Membership

The Ontario Status of Women Council was established by Order-In-Council in September 1973:

- (1) To advise the Government of Ontario, through the Provincial Secretary for Social Development, on matters pertaining to the Status of Women in Ontario.
- (2) To co-ordinate and monitor the implementation of recommendations contained in the report Equal Opportunity for Women in Ontario: A Plan for Action, June 1973.

The Council consists of a Chairperson, plus sixteen members who include a Vice-Chairperson and the Executive Co-Ordinator of Women's programs.

Activities

Joint Meetings with Status of Women Councils

Representatives of the Ontario Council met with representatives of other provinces and the Federal Advisory Council on a regular basis:

28-29 October 1976, Ottawa

Issues: the homemaker, divorce and matrimonial property, sexual offences, birth planning

10-11 March 1977, Charlottetown

Issues: women at work, childcare, women and the law, women and health, stereotypes

Monthly Meetings

Council met monthly with the exception of the summer months. Meetings were open to the public.

A four member Task Force accepted an invitation to meet with women in Moosonee and Moose Factory.

Council met in Cornwall for two days. Women of Cornwall and the surrounding area brought their concerns to the Council members at an Open Forum.

At a two day priority setting meeting, Council reviewed its progress on implementing the recommendations contained in the Green Paper, Equal Opportunity for Women in Ontario: A Plan for Action and set priorities to deal with the remaining recommendations.

Canada Pension Plan

A task force was formed to develop a Council position on the Canada Pension Plan as every province in Canada, with the exception of Ontario and British Columbia has approved the "drop-out" proposal for the Canada Pension Plan put forward by the Federal Government.

Briefly, the proposal would allow women who have worked in the paid labour force to leave the work force for seven years for each child without having her C.P.P. benefits penalized.

Council voted to support the "drop-out" provision.

Childcare

A task force was set up to follow-up on childcare after the Advisory Council on Daycare was disbanded.

The preliminary report of the Task Force identified three areas for further Council action.

- I. A satellite support system for private daycare.
- II. A systematic approach to taxing private home care-givers which would provide full recognition of the real costs of providing childcare in the home.
- III. That the Treasurer of Ontario be asked to raise the issue of Municipal By-Laws prohibiting private home day care before the provincial/municipal liaison committee and that Council ask that committee for permission to outline our views to the committee.

The preliminary report was passed in principle, but the specific recommendations contained in the report were sent back for further study on methods of implementation.

A paper prepared by the Women's Advisor, Ministry of Revenue, entitled The Business of the Private Home Daycare Giver was endorsed by the Council.

Education

Council commended the Ministry of Education for publishing Changing Roles in a Changing World — A resource guide focussing on the female student.

Is Anybody Out There Listening?, fourth in the About Face Series was published. The booklet was written by secondary school students in a Toronto school during the teacher's strike. They found sexism in the curriculum and in apportionment of the school budget. The booklet will be sent to all Student Council Presidents in Ontario.

Family Law

Bill 140 Family Law was introduced by the Attorney General into the Legislature on October 26, 1976. It was given second reading and referred to the Justice Committee of the House. Council recommended:

THAT the Attorney General be urged to ensure that Bill 140, with appropriate amendments, become law in the winter session of the Assembly.

A task force was appointed by Council to prepare a brief on Bill 140 for presentation to the Justice Committee.

Subsequently, Council presented briefs to the Justice Committee highlighting the following issues:

Statement of Principles

The Ontario Status of Women Council views marriage as a partnership between equals which should have both social and economic dimensions, both during marriage and on marriage breakdown.

Council views marriage as a partnership of equals, Bill 140 seems to view marriage as a sort of deferred partnership, and, as such, does not offer married women the real measure of economic independence during marriage that we regard essential.

Family Assets

Council recommended that family assets should be broadened to include those assets arising from the fruits of the labour of both spouses — including stocks, bonds, trusts, settlements and pension benefits.

Council recommended that the Bill should recognize explicitly non-monetary contributions directed to acquiring, preserving or maintaining property to avoid the possibility of another “Murdoch” case.

Conduct

Council recommended that the clause relating to conduct be amended so that it reflected accurately that the “course of conduct” is so obvious and gross as to leave no doubt that the nature of the “course of conduct” repudiated the relationship. “If the Act means gross behaviour, it should say gross behaviour”, was the position of Council. Otherwise, judges will continue to use the same discredited case law derived from the application of the principle of fault.

Support Obligations

Council agrees that every spouse has an obligation to support himself or herself. We also agree that one is also obliged to support the other spouse to the extent that he or she is capable of doing so, based on the needs acquired by the dependent spouse coming from the division of the tasks of the marriage.

Co-ownership of the Matrimonial Home

Council recommended that the matrimonial home be co-owned during marriage.

Marriage Contracts

Council supported legalization of marriage contracts but expressed concern and questioned the validity in light of the power of courts to vary the contract.

Further, in recommending legal status for marriage contracts, all people should be able to have legal advice. Therefore, Legal Aid would have to be available for those who could not afford to pay.

Pledging of Credit for Necessaries

Council expressed concern that the proposed extension to allow either spouse to pledge credit for necessities would require the signature of both parties for all credit transactions. Concern was expressed that extension of the law of agency could eliminate the possibility of a married woman obtaining credit independently.

Health

OHIP Coverage for Prosthetic Devices for Breasts

Council requested the Ministry of Health to consider extending OHIP coverage of some prosthetic devices for breasts. This request has recently been granted by the Ministry.

Human Rights

In 1976, the Ontario Human Rights Commission undertook a major public review of the Ontario Human Rights Code.

Following is a summary of the main recommendations of Council's brief to the Commission.

- THAT the grounds for discrimination listed in the preamble be applied universally to all clauses in the Code and be deemed to apply to all public transactions.
- THAT class action be permitted.
- Where charitable, religious, philanthropic, educational, fraternal, or social organizations are publicly funded, discrimination should not be permitted.
- THAT a minimum code for the conduct of a public business be set, including standards for equal access to public recreation facilities, equal opportunities in the public education system, equal access to the services of public financial institutions, equal access to pay and fringe benefits, equal access in the law.
- THAT the revised Code supersede all other legislation.
- THAT penalties for contravening the Code provide a real monetary deterrent to discrimination.
- THAT the Commission publish annually, a list of all closed cases with a brief account of the disposition of each.
- THAT the Commission report to the Provincial Secretary for Justice.
- THAT the Commission include a clause guaranteeing equality, for the physically handicapped.

In a supplementary brief the Council expressed concern that many women were effectively kept out of jobs because of their small stature.

We recommended that height and weight should be added to the preamble as a further ground upon which there should be no discrimination.

Labour

In the past, the Committee has expressed reservations about the effectiveness of the present equal pay law which allows equal pay for substantially the same work.

Based on the continuing presence of women in low-paid, low-status jobs, we concluded that the present law was not strong enough to combat the systemic prejudice against women in our society. Therefore it was recommended that the Council change its position from support of the existing law to support of the principle of equal pay for work of equal value as outlined in the Equal Remuneration Convention (No. 100) of the International Labour Organization (The Convention promotes the application of equal value principles and proposes that measures be taken to promote the appraisal of jobs on the basis of work to be performed.)

Consequently this motion was passed by Council:

"The Status of Women Council is of the opinion that the time for discussion has passed. The Government of Ontario must move immediately to amend its legislation to comply with the International Labour Convention No. 100. In doing so, it is imperative that the government set up effective and adequate staff machinery for enforcement of this legislation."

Sport

Denial of access to athletic facilities because of sex sparked publication of Council's About Face: Toward's a Positive Image of Women in Sport, written by Olympic athlete Abby Hoffman.

Essentially, the booklet calls for immediate efforts to improve fitness levels of female students; design of programs likely to produce long-term, high fitness levels in the future adult population; systematic breaking down of the barriers between male/female sports programs that, by their existence, produce a sense of physical differentness and inferiority among girls and women; systematic separation of the expensive, quasi-professional sports, e.g. football/hockey from the regular physical education program aimed at overall fitness.

Public response to the booklet has been, by and large, excellent. There can be no doubt that it created discussion in the community and focussed attention on the subject.

In summary, Council supported recommendations calling for:

1. Mandatory physical education for 30 minutes per day in elementary schools and reinstatement of physical education as a compulsory subject in Grades Nine and Ten.
2. At the elementary level, a shift in emphasis from the acquisition of skills for specific sports to the development of cardio-vascular fitness, endurance, stamina, balance, agility, flexibility, power, motor development to complement the respective longitudinal physical development patterns of males and females.
3. Mass fitness testing of elementary school children and periodic testing for secondary school students.

4. Teacher training curricula to include at least one course in physical and movement education and awareness of the nature of sex-stereotyping to be fully explored.
5. Every elementary school to have at least one physical education specialist.
6. At the secondary school level Council intra-mural sports teams to be integrated wherever possible.
7. Women staff members should be encouraged to take coaching certification courses to upgrade the quality of coaching for females.

Generally, the recommendations downplayed competitive, segregated physical education activities and teaching, particularly during elementary school years. Boards of Education were urged to be responsible for assuring an equitable division of resources for girls' and boys' physical education.

In addition it was moved that:

- I The Ministry of Education undertake a study and review of the present physical education and inter-school sports programs for the purpose of identifying sex bias and discrimination and recommending a strategy for eliminating such discrimination.
- II Every Parks and Recreation Authority in Ontario should be asked by the appropriate Government jurisdiction to conduct an evaluation of its sports, fitness and recreation activities and the distribution of financial, leadership and facility resources for same, for the purpose of providing a statement of the present allocation of such resources to the male and female population respectively.
- III The Ministry of Culture and Recreation should:

Assist the provincial sport governing bodies to expand their programs with respect to women by promoting their sport among young girls through promotional campaigns and special summer activity programs, by special allocations for the purpose of involving greater numbers of female coaches and administrators and by increased funding for those sports which are designed specifically for women's special abilities, e.g. modern gymnastics, netball, synchronized swimming, field hockey.

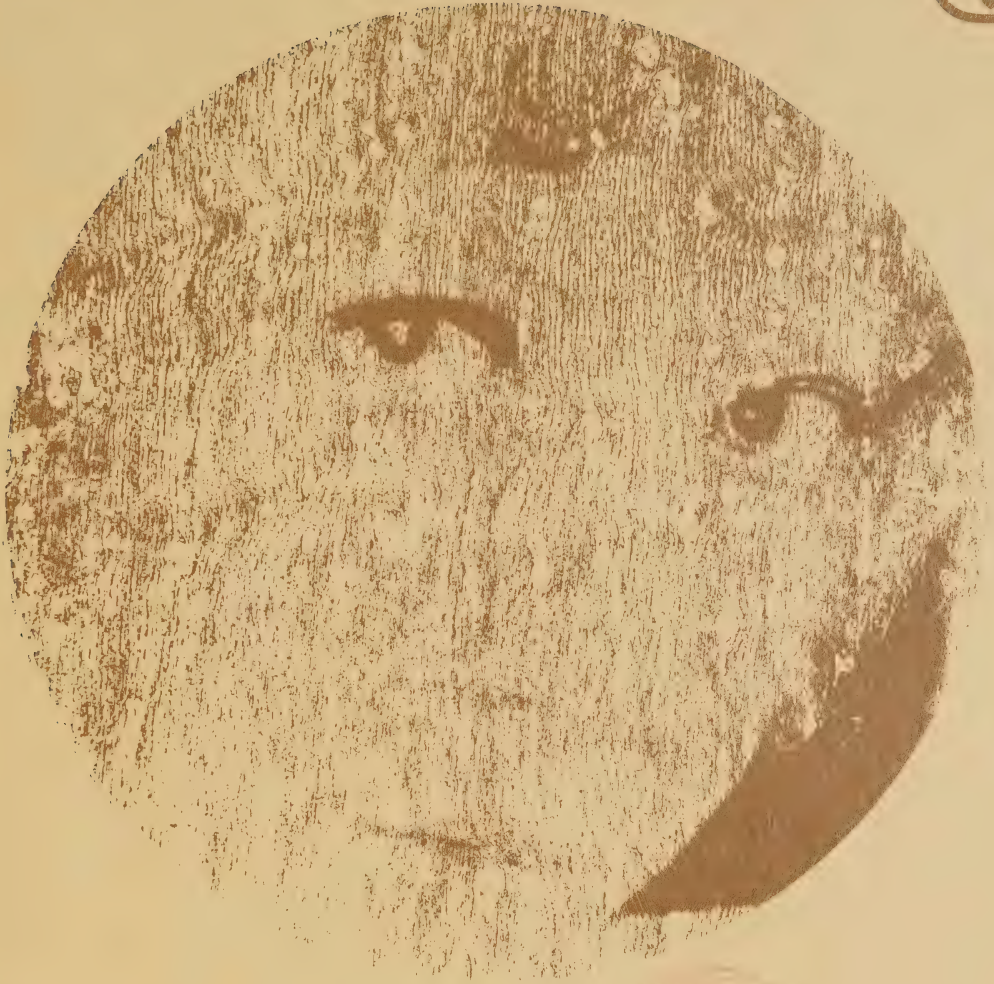
Council Guests — April, 1976 — March, 1977

<u>DATE</u>	<u>NAME</u>	<u>AGENCY</u>	<u>TOPIC</u>
April '76	Hon. James Taylor	Ministry of Community & Social Services	Welfare Women
	Dominic Alfieri	Ministry of Community & Social Services	Welfare Women
	Barbara Pierce	Ministry of Community & Social Services	Welfare Women
	S. Rutherford	Ministry of Community & Social Services	Welfare Women
	W.E.P. Fleck	Ministry of Education	Sex Role Stereotyping
May '76	Abby Hoffman	Athlete	Women & Sport
June '76	Evelyn McKee	Jesse Ketchum Day Care Centre	Day Care
	Wilf Boyce	Municipality of Metro Toronto	Day Care
	Elsie Etchen	Ministry of Community & Social Services	Day Care
	Anne Barstow	Advisory Council on Day Care	Day Care
Sept. '76	Anne Frith	Business & Professional Women's Clubs of Ontario	Ontario Women's Resource Centre
	Elsie Gregory MacGill	Business & Professional Women's Clubs of Ontario	Ontario Women's Resource Centre
Nov. '76	Jean MacDonald	Ministry of Revenue	Day Care
	Hon. Margaret Birch	Provincial Secretary for Social Development	Welcome to New Council Members
Jan. '77	Mary Eberts	Faculty of Law, University of Toronto	Family Property Law
	Larry Grossman, MPP	St. Andrew - St. Patrick	Family Property Law
	Shelagh Wilkinson	Sheridan College	CAATS Library Technicians
	J. Elloff	Sheridan College	CAATS Library Technicians
	Jo Ann Poglitsch	Ministry of Colleges & Universities	CAATS Library Technicians
	Glen Heagle	Ministry of Community & Social Services	Canada Pension Plan
	Keith Norris	Ministry of Community & Social Services	Canada Pension Plan
	Brigid Munsche	Ontario Committee on the Status of Women	Canada Pension Plan
	Wendy Lawrence	Ontario Committee on the Status of Women	Canada Pension Plan
	Judy Stoffman	Ministry of Labour	Canada Pension Plan
	Kay Eastham	Ministry of Labour	Orientation for Council Members
	Leslie Lewis	Ministry of Labour	Orientation for Council Members



CADON
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Government
Publications



Ontario Status of Women Council

4th Annual Report

April 1, 1977 to March 31, 1978

The Ontario Status of Women Council was established by Order-in-Council in September 1973:

- 1) To advise the Government of Ontario through the Provincial Secretary for Social Development, on matters pertaining to the status of women in Ontario.*
- 2) To co-ordinate and monitor the implementation of recommendations contained in the report Equal Opportunity for Women in Ontario: A Plan for Action, June 1973.*



The Honourable Margaret Birch
Provincial Secretary for Social Development

Dear Mrs. Birch,

I have pleasure in presenting to you the fourth Annual Report of the Ontario
Status of Women Council for the period beginning April 1, 1977 to
March 31, 1978.

Sincerely,

A handwritten signature in cursive script, reading "Lynne Gordon". The signature is written in dark ink on a light background.



Ruth Cunningham
Vice-Chairperson



Lynne Gordon
Chairperson

Council Members

Lynne Gordon
Chairperson
Toronto

Ruth Cunningham
Vice-Chairperson
Thunder Bay

Thomas Bastedo
Toronto

Olive Ritchie
Hamilton

Donald Blanchard
London

Joyce Robertson
Sault Ste. Marie

Marnie Clarke
Toronto

Beverley Salmon
Toronto

Mari Cole
Wallaceburg

Iona Samis
Toronto

Iris Hurley
Brockville

Lorraine Smith
Ear Falls

Beverley Kirkpatrick
Bracebridge

Dorothy Templeton
Toronto

Margaret MacGregor
Toronto

Jean Milne Watson
Innerkip

Jacqueline Martin
Ottawa

Karen Weiler
Toronto

Charlotte Matthews
Sarnia

Gertrude Wiltshire
Ottawa

Dorothy McPhedran
Toronto

Kathy Wood
Toronto

Andrew Paton
Toronto

Susan Gibson
Executive Officer

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Chairperson's Remarks

Women are becoming a united and powerful force in our society. We're stronger now than ever before because we have shown we can cross social, economic, philosophical and political lines for legislative change that will benefit all women.

Witness the extraordinary impact of women on the new Family Law Reform Bill which became law on April, 1. It was a long, hard battle; every change and modification we sought had to be fought for; but the encouraging part is that women's positive effect on the Bill was achieved by a common effort.

Women told the Ontario Government and the legislators what was wrong. Through an organized and democratic process, we worked together to convince the legislators to listen to our collective voice.

No one is suggesting that the new Family Law Reform Act is perfect, but most reasonable people agree that the new law is an improvement upon the century old law based on the traditional image of the male as breadwinner and the female as the "dependent".

However, in my view, a law that does not equally divide all the assets accrued during the marriage is a law that is flawed.

Immediately following passage of the Bill in the House, I chaired a joint press conference which included representatives from the Canadian Federation of University Women, the Ontario Committee on the Status of Women, as well as women from the NDP and Liberal parties.

We applauded passage of the Bill, but, to a woman, criticized the narrow definition of "family assets", the retention of "conduct" in any form and the extensive amount of judicial discretion in the Bill.

Once again, on behalf of women and women's groups in Ontario I call on the Government to change the legislation so that all assets accrued during the marriage are automatically shared on marriage breakdown; to eliminate the conduct clause and to limit the amount of judicial discretion.

In the interim, women's groups and the Ontario Status of Women Council will monitor and publicize the decisions made under the new Act and we urge the Attorney General to do the same. I was pleased that the Ministry of the Attorney General undertook a far-reaching educational campaign to ensure that everyone understands the ramifications of the new law. I believe that it is absolutely vital that Family Law be made a mandatory course in schools.

During the past year our Education Committee made solid progress when its guidelines for evaluating sex bias in textbooks were adopted by the Ministry of Education. Now before placement on Circular 14, the approved list of textbooks for primary and secondary schools, a textbook will have to be approved by a committee using Council's guidelines to measure the extent of sexism. We will monitor the efforts of the Ministry in following the guidelines. Younger and older students will begin to see role models in their textbooks reflecting a multitude of career choices — the options depending on ability, not sex or physique.

Now let's take a look at the employment scene in Ontario. In 1978 the participation rate of women in the labour force reached 50%. That means, one out of two adult females now work outside the home. Demographic studies are also beginning to show many more women plan to work outside the home in the near future.

But women in the labour force and those planning to join the labour force will find that women continue to dominate the low paying, low status jobs. Unemployment is chronically higher among women. In tough economic times, women, many of whom have less seniority than men because of child raising obligations, find themselves the first to be laid off.

But never again will a society be able to pressure women to leave the workforce. Women are in the labour force to stay, and society has a responsibility to see that they are equal participators with men.

Ontario's existing equal pay laws simply are not working for women. I urge the Ontario Government to follow the lead of the Federal Government by enshrining the principle of equal pay for work of equal value in law. Only when we compare one job to another using the criteria of skill, effort and responsibility will we eliminate women's job ghettos.

I am concerned that competent women are not being promoted quickly enough to senior management positions. Affirmative Action plans and a commitment by top management is needed now.


Once again our collective voice can urge government, industries and unions to reach down and draw women up through the ranks and promote them to senior management positions. Where applicants are equal, women must be given the advantage if they are to catch up.

1979, the International Year of the Child will provide a unique opportunity for the Ontario Government to affirm the principle that high quality child care is the right of every child and to adopt a comprehensive child care policy that reflects a societal as well as parental responsibility.

I believe that the availability of child care is an essential service if women are to achieve full equality within our society. Children are our greatest human resource and must have care that will ensure development of their individual potentials in secure and stimulating environments. Additionally, child care must be seen as a means of identifying and preventing future societal problems.

In the coming year, the Ontario Status of Women Council will play an increasingly dynamic role as catalyst, in the community. Plans are in the works to build a stronger, more visible Council. We will have increased communication with Ministries who are planning legislation so that we can make the views of women known in the initial stages of policy formation.

As we complete the fourth year of the Ontario Status of Women Council, I want to sincerely thank the members of Council who brought views from their communities to the Council. I feel enriched to have known and worked with such active and committed people.

A handwritten signature in dark ink, reading "Lynne Gordon". The signature is written in a cursive style with a large, looping initial "L".

Activities

Council Meetings

Council met eight times during the year — April 15, May 13, July 15, September 14 and 15, October 7, November 4, January 12 and 13 and March 10.

The September meeting was held in Sarnia at the invitation of the University Women's Club of Sarnia and the Sarnia Women's Centre.

The January meeting was a planning and review session on the Green Paper, Equal Opportunity for Women in Ontario: A Plan for Action, 1973.

Joint Council Meetings

In November the Federal and Provincial Status of Women Councils held the Sixth Joint Council Meeting in Halifax. Their resolutions were passed by all Councils and forwarded to the appropriate governments.

See Appendix for Motions

Council Newsletter

In an effort to broaden our ties with the community, Council began to publish "Status", a quarterly newsletter designed to inform women (and other interested people) about the work and activity of the Council and to provide information on policy direction. Copies of "Status" are sent to individuals, libraries, community information centres and legislators.

Council Committees

Executive

L. Gordon — Chairperson
R. Cunningham
M. Cole
B. Kirkpatrick
O. Ritchie
J. Martin
I. Samis
L. Smith
A. Paton

Federal/Provincial

R. Cunningham

Child Care

M. Cole — Chairperson
I. Hurley
M. MacGregor
J. Robertson
A. Paton — Past Chairperson
D. Blanchard

Education and Recreation

B. Kirkpatrick — Chairperson
K. Wood
D. McPhedran
J. Robertson

Health

O. Ritchie — Chairperson
C. Matthews
K. Wood

Labour

O. Ritchie — Chairperson
B. Salmon
I. Samis — Past Chairperson

Special Needs

J. Martin — Chairperson
C. Matthews
D. Templeton
G. Wiltshire
L. Smith — Past Chairperson

Committee Activities

Child Care Committee

During a year when one out of two adult women are now in the workforce, it is distressing to report that a study published by the National Daycare Information Centre shows a decrease in daycare available to children of working parents.

At the same time, Metropolitan Toronto's Social Services Committee decided it could no longer afford to take care of infants in its daycare centres.

This is an extremely shortsighted policy as women who are working contribute much more to the gross provincial product than it costs to provide quality child care for their children.

In a meeting with Judge George Thomson, Associate Deputy Minister, Children's Services, Ministry of Community and Social Services, it was agreed that child care is a necessary, preventive service. Many problems could be detected earlier, thus saving later institutional costs.

In response to publication of the Children's Services Division "Consultation Paper on Short Term Legislative Amendments", Council made the following recommendations:

- That the long term goals should be to formulate an effective and all-encompassing act to provide terms of reference, contracts, and guidelines for all types of primarily educational child care facilities not under the Education Act.
- That the legislative regulations in this act provide for versatility in order to serve the public need in the most efficient and effective ways for the future.
- That integration and normalization be promoted to encourage appropriate staff training to ensure effective program implementation.
- That community initiated and community based programs be encouraged by provision of guidelines, resource people and moral support more than financial backing and that the following suggestions be considered in formulating the changes.
- That classes of programs be determined by age difference e.g. birth to 12 years as children's resource centres, birth to 18 years as exceptional children's resource centres or programs.
- That private home day care be encouraged as a functional satellite system of a resource centre with access to equipment on loan, staff libraries, staff meetings and training sessions and immediate referral.
- That in-home services be encouraged as a functional satellite system of exceptional children's resource centres and be given the same support. This should then provide professional affiliation for these caregivers, and on-going communications and quality assurance with one person in the centre having responsibility for visits to the satellite homes, inspections and liaison.

- “Other existing resources” to mean professionals in the community, but essentially the same criteria should be used in selecting these people as are used in selecting provincial supervisors — broad knowledge of operating these services in the field, of the Act, and clear cut authority and support by the governmental branch should exist.
- “The Children’s Services Review Board” should be comprised of people with legal background, governmental knowledge, extensive field experience, knowledge of child development, and economic background.
- “Operator” to be clarified by the addition of “licensed” or “approved”.
- “Properly served” to mean received by the person in authority over the service in question before the 15 day limit has begun.
- “Confidential information” to include family history or background. All confidential areas: financial, medical family history, etc. to be available only to an extent necessary to effectively provide service to persons other than the person in authority over the individual service.
- That the Act should be titled “Children’s Developmental Resources Act”
- That a definition be included in the Act to read:

A “Children’s Resource Centre” is a place which ensures individual child development through the provision of education, care and family support, for a continuous period not to exceed 24 hours for more than 5 children not of common parentage.
- That teacher qualification should be specified to ensure that a professionally trained person is guiding and implementing the program with each group of children (25 or less children) making use of part-time volunteers and untrained personnel to complete the staff quota as set out by the Day Nurseries Act.
- That the supervisor in charge of programming, staffing and maintaining the quality of care should have training and knowledge on a higher level than the teachers e.g. Early Childhood Education Teacher plus A.E.C.E.O. certification and advanced certification, plus a minimum of five credits including administration, human relations and psychology of the family; thus this supervisor could truly function as a resource person to both staff and parents.

In a letter, following the meeting with Judge Thomson, Council reviewed past work in the area of child care touching on the need for a philosophy of daycare in Ontario and the need for a special category in the Income Tax Act for use by home caregivers, the problem of municipal bylaws prohibiting private home child care, the need for a system of tax credits for child care expenses, the need for the government to assume leadership by starting a child care centre at Queen’s Park and support for the daycare counselling program.

Future Projects

- Brief to government on community use of schools
- About Face: Towards A Positive Image of Child Care

Education and Recreation Committee

The Education Committee has done extensive work toward eliminating sex bias in textbooks and increasing awareness of career difficulties encountered by women teachers. The Committee, comprised largely of educators, has made wide ranging proposals and now recommends that Council monitor the efforts of the Ministry of Education to bring about a change in women's status.

The Committee is delighted to report that the Ministry of Education has approved new guidelines for the evaluation of sex bias in textbooks used in Ontario schools. All books on the Circular 14 guidelines will now be reviewed to ensure that the text implies equal status for women, that both sexes are fairly represented and shown in a variety of roles. Care will be taken to ensure that the language used applies to both sexes and that masculine generic terms are not over-used.

As part of the monitoring function, Council will seek statistics on an annual basis relating to the career patterns of men and women teachers as well as the distribution of male and female students in the various courses in Ontario's high schools, community colleges and universities. Statistics received to date support the Committee's view that affirmative action programs are necessary to increase women's participation in administration. A FWTAO brief on declining enrolment indicates that female principalships have declined from 8.2% in 1972-3 to 6.9% in 1976-7. There are fewer women principals now than there were 10 or 15 years ago.

At the meeting of the joint Status of Women Councils in November, Ontario was praised for its initiative in eliminating sex role stereotyping in newly approved textbooks and all provinces were urged to adopt the guidelines drawn up by the Ontario Status of Women Council.

Other Issues

- The Committee noted that as part of a children's summer program a community based school in Etobicoke offered only sex-typed activities to students. Boys took part in programs designed for boys only, such as baseball and hockey, while girls could only take part in activities designed for girls, such as cooking and sewing classes. Children could not choose an activity based on what interested them, but rather, their choice was limited by what activities were offered to their sex.

The Committee voiced its concern over the sexist programming at the school to the Minister of Education and other appropriate individuals.

The Minister replied that each school board is responsible for, and is encouraged to create, its own guidelines. The Ministry suggested no further action at this time.

- The Ontario Public School Men Teachers' Federation approved passage of a code on women's rights at their annual meeting, after seeking the opinion of the Committee. The code has become a part of the OPSMTF constitution.
- The Ministry of Education Review Committee did not place a book entitled "Women in Canadian Society" on the approved textbook list. The Education Committee reviewed the book after they discovered that it was not to be included.

The Committee contacted the Minister of Education and recommended that the book should be added to the Ministry of Education's Circular 14, a list of all the books approved for use in Ontario schools. They decided that the book would be significant to all members of society, not only women; and that it would provide a good basis for student research and study.

The Minister replied that the Ministry was still considering whether or not to include the book in Circular 14 and that a decision had not yet been reached. The Committee has written a letter to the Minister, asking to be kept informed.

- The Committee informed the Ministry of Culture and Recreation that two coaching films, portraying women inaccurately were being used in training programs across Ontario.

Females were shown in unorganized fun activities, while male activities appeared to be effectively and professionally organized. The coach who brought these films to the attention of the Committee considered them a direct put-down to all female coaches and athletes.

The Ministry is currently reviewing the film.

- The Committee has decided to look beyond the narrow view of women in sport and to investigate the needs of women in public recreation. Do all people in Ontario have the same opportunities to make the most effective use of their leisure time? Are recreationists aware of the particular needs of women and are funds and facilities being equitably allocated?

The Committee anticipates completing its paper early in the next Council term.

Health Committee

Health Care Costs

The Council's Health Committee submitted a brief to a joint committee composed of the Ministry of Health and the Ontario Medical Association.

The purpose of setting up the Committee was to study the delivery of the present health care system in Ontario and to recommend ways to control health care costs. Briefs were submitted by various organizations.

The Health Committee felt that as women tend to use the health care system more than men, any changes directed to limiting the number or cost of medical procedures for women would result in significant health care savings.

The following is a summary of the recommendations:

1. That doctors be urged to limit the prescription of tranquilizers to women (and men) to short term or emergency use.
2. That a directive be issued, strongly recommending against the prescription of tranquilizers during childbearing years.
3. That all hospitals have committees which frequently review the need for operative procedures based on criteria drawn up by review committees.
4. That the governing bodies of the medical profession draw up more refined guidelines for individual doctors to work by. Where there are adequate guidelines already in existence, we recommend stronger enforcement.
5. That the Ontario Medical Association, the Ontario Hospital Association the Royal College of Physicians and Surgeons or the Ministry of Health survey and report on current treatment practices, in several representative areas in Ontario.
6. That guidelines be drawn up for length of stay in hospitals.
7. That district health councils undertake to determine those procedures which could be performed outside of the hospital setting at a lower cost without compromising the quality of service.
8. That it should be the goal of the Government as it is the goal of the Ontario Advisory Council on the Status of Women to ensure that there is sufficient basic research in medical problems related to women.

In conclusion, the Committee felt that women, the medical profession and governments must work together in order to make intelligent choices, so that the quality of health care need not be compromised in relation to the cost of health care. Women must be educated to become wise consumers while the medical profession and governments should have adequate guidelines available and continually monitor all procedures and treatment practices.

Family Planning Services

The Health Minister made a statement to the Legislature in 1974, saying he felt that programs should be "readily available and easily accessible to individuals who wish assistance in conception control and family planning".

The Committee compiled a questionnaire on the availability of family planning services offered by Ontario Boards of Health, which was sent across the Province.

The outcome of this questionnaire was that varying types of services are available throughout the 45 health units in Ontario. They are empowered to provide information, education and services through clinics, hospitals, public health nurses or voluntary agencies.

The findings of the study indicate that family planning services range from a complete absence of such services to very highly developed services.

The Committee hopes that the Ontario Government will assume a leadership role in the provision of family planning information and services to all regardless of sex, marital status, and socio-economic status. Local autonomy should not be allowed to interfere with this aim.

The same quality of family planning services should be available throughout Ontario to all its citizens.

Women Alcoholics

In a survey done by the Committee, it was determined that only 28 detoxification beds are available for women alcoholics in Ontario.

It has been shown that women can endure fewer years of excessive drinking than men before their health breaks down, an average of 14 years for women compared to 20 for men. This points to the importance of alcohol treatment programs for women of all ages.

Considering the increasing number of women alcoholics both on the job and at home, more detoxification and counselling centres are needed across the province.

Oral Contraceptives and Cancer

Council has identified the need for ongoing research into the possible relationship between oral contraceptives and breast cancer.

A letter was sent to the Ontario Cancer Treatment and Research Foundation, asking if research in this area could be undertaken. Their reply indicated that further research, in addition to what is already being done, will not be undertaken at this time.

Correspondence with the Minister of Health also indicated that it would be extremely difficult to initiate additional cancer research in this area for the following reasons: usually only research people "instigate" a research project; the lack of adequate funds; and problems in acquiring a reputable and dedicated research person, to carry the research through.

Projects in Progress

- Medical student selection process
- Incest
- Prostitution
- Venereal disease
- Sterilization
- Medical ethics
- Occupational health hazards

Free-Standing Clinics

A proposal for a free-standing clinic for women was submitted to the Committee by the Toronto Women's Health Clinic. The planning committee includes female lawyers, while a female gynecologist has agreed to act as chief medical consultant and numerous resource people have also worked on the proposal.

The purpose of such a clinic would be to provide "delivery of health care that, above all, is designed to assist women in becoming informed and active participants in their overall health maintenance".

The clinic would not duplicate health services that already exist but would provide information, support and services and provide health care with respect to women's special health needs. The focus would be on the maintenance of healthy women rather than the disease and crisis orientation of hospitals.

The proposal was presented to the Minister of Health for consideration.

Labour Committee

Part-Time Work

The Committee recognized that there is a role for part-time work in our society and that there are areas of legislation, particularly in the area of benefits, where changes should be made.

As the Committee found that other groups are now undertaking extensive studies in this field, and not wanting to duplicate research done, they decided instead to remain in constant touch with these groups. The Committee plans to report further on this issue and will be looking forward to changes in legislation affecting employment in the future.

Domestic Workers

The Committee is in receipt of a staff paper on domestic workers. They decided to delay comment or action until a later date. One area being investigated is whether women who work for cleaning agencies are covered by the Workmen's Compensation Board.

Minimum Wage Differential

At the request of the Waitresses' Action Committee, Council considered the certain adverse effects on waitresses if the principle of minimum wage differential as introduced in March, 1976 for workers serving alcohol in licensed establishments was expanded to include all employees who earn tips in restaurants.

The Council recommended to the Minister of Labour and the Minister of Industry and Tourism that there be no further dilution of the principle of one minimum wage.

The Provincial Secretary for Social Development responded in October, 1977:

"Your Council's recommendation was presented to the two respective Ministers and they have now advised me that both Ministries are involved in interministerial discussions concerning this matter. At present, no government policy has been established with respect to minimum wage differentials."

Older Women in the Labour Force

This is an area of continuing concern to Council members and the Committee has contacted the Women's Employment Co-ordinator of the Department of Employment and Immigration to discuss their women's programs and the Committee's concerns.

Pensions

In December 1977 the Council presented a brief to the Royal Commission on the State of Pensions. The brief states that large areas of discrimination have come about because society has defined the role, responsibility and rewards for women along biological lines. Society has allowed women to bear the economic burden for child rearing, especially in cases where there is marriage breakdown, widowhood or divorce.

The brief began:

"We consider pensions to be a term or condition of employment. It is our position that women must not be discriminated against in respect of any term or condition of employment — including pensions."

The brief recommended further:

- That all pensions should bequest the same pension to survivors
- That workers and their employers should contribute to pension plans, regardless of hours worked
- That pensions be portable and that the requirements for service and age be liberalized so that women are not penalized as to their eventual pension benefits
- That public pensions provide equal treatment for those in need, regardless of marital status
- That all pensions should have survivor benefits
- That the use of separate actuarial tables for men and women be discontinued
- That the Royal Commission recommend the development of Canadian mortality and morbidity tables
- That the Royal Commission recommend that an appropriate body — perhaps the Canadian Pension Commission — actively seek a solution for bringing homemakers into the Canada Pension Plan.

Women With Special Needs Committee

Family Benefits

The Committee is currently working on recommendations for improvements to the Family Benefit and General Welfare Acts. Of particular concern to the Committee is the issue of the sole-support mother. Evidence indicates that the families of single mothers are worse off than families with two parents in terms of housing conditions, education, health, and employment. It is with these factors in mind that the Committee has made their recommendations.

The Committee hopes that their recommendations will further strengthen the opportunities for women to become independent, to remove sexism from the Acts, and to respond to the changing role of women in society.

Present restrictions make it difficult to create incentives to work for recipients of general welfare or family benefits.

Although both programs were designed to assist people in financial need, at present, the sex or marital status of an applicant may have a bearing on an applicant's eligibility. The Committee suggests that the only relevant eligibility criterion should be the financial need of the applicant.

Immigrant Women

The Committee is currently researching the needs of immigrant women in Ontario in conjunction with the Advisory Council on Multiculturalism.

Some of the issues being examined include:

- Employment problems
- The fact that many work in non-unionized, sex-typed jobs that are poorly paid
- Lack of job training/language classes
- Lack of quality daycare
- Problems of the educated immigrant woman
- Health care delivery
- Problems of the English speaking, visible minority woman
- Recreational needs

Various immigrant agencies and organizations within and outside government are being contacted. The results of this survey are expected later in the year.

Projects in Process

- | | |
|-------------------|----------------|
| • Women and aging | • Rural women |
| • Battered wives | • Native women |

Issues

Family Law

After several introductory bills and clause-by-clause discussion in the Justice Committee, a final form of Bill 59, the new Family Law Reform Act was brought back into the house for final debate in March 1978.

The Chairperson of the Council attended the House debates to ensure that the views of the Council were clearly known to all legislators.

Council was pleased that the conduct clause was modified to include the words "gross and obvious" in order to ensure that only the most extreme forms of conduct would act to disentitle or reduce support payments.

Council was displeased that the Bill did not guarantee, as a matter of right, the equal splitting of assets. Council believes that the law will not be equitable until savings such as stocks, bonds and pensions are automatically split on marriage breakdown.

On the passage of the Bill, a joint press conference, chaired by Lynne Gordon, Chairperson of the Ontario Status of Women Council, and including representatives of such groups as the Liberal Women, NDP Women, University Women and the Ontario Committee on the Status of Women, was held. The groups unanimously supported passage of the Bill, but expressed disagreement with the family assets clause, retention of the modified "conduct" clause and reservation about the amount of judicial discretion contained in the Bill.

All groups agreed to monitor the results of the decisions under the new Bill, and to make public the results of that process.

Rape Film

At the request of several women's organizations, Council reviewed the controversial film by Frederick Storaska, titled "How To Say No To A Rapist And Survive". The film was being shown by police forces, including the OPP and RCMP across Canada.

Women's groups across Canada have uniformly condemned the film because it treats rape in an offhand manner by attempting to be humorous. Worse, the film advises women not to resist — a course of action which could later weaken a rape victim's case in court because she could have difficulty proving that she did not consent to the rape.

The Ontario Status of Women Council passed this resolution:

"The Ontario Status of Women Council considers it vital to join with the Advisory Council on the Status of Women, the National Action Committee, women's centres and rape crisis centres across Canada and the United States in condemning the film "How To Say No To A Rapist And Survive" as misleading and offensive and dangerous to women.

The film is now being used in government staff medical services seminars, community colleges and as a training tool for OPP and other police.

The Ontario Status of Women Council will invite the appropriate Ministers, Deputy Ministers and Branch Heads to view the film as soon as possible so that official use of the film in Ontario may be stopped."

In November, the Provincial Secretary for Social Development responded:

"This film was recently viewed by members of the Cabinet Committee on Social Development and the Honourable John Macbeth, Provincial Secretary for Justice and Solicitor General, was also in attendance. The members of the Cabinet Committee agreed that the film has some serious shortcomings but felt that it would be very difficult to censor the film. Dr. S. H. Geller from the Employee Health Services Branch of the Ministry of Government Services has been involved in showing this film to civil servants and he always ensures that a follow-up discussion takes place at which time the shortcomings of the film are discussed. The members of the committee felt that there were some positive aspects to the film, particularly the references to the dangers of hitchhiking are well spelled-out and apparently the Ontario Provincial Police are using a billboard program warning people of the dangers of hitchhiking and this came about as a result of a poster program that is being used throughout the Province in the school system.

You might be interested to know that a new film on the subject of rape is currently being produced by the British Columbia Police Commission and the National Film Board and it is our hope that this film will be more helpful than any of the present ones which are now available. The members of the Cabinet Committee have suggested that the comments which were prepared by Dr. S. H. Geller, outlining the shortcomings of the film be used by provincial ministries when this film is shown and that these comments be circulated to all ministries and to the Ontario Provincial Police. These comments should assist in any discussion following the showing of the film and it is to be hoped that the new film which is being prepared will be more helpful in assisting women to cope with a sometimes very difficult problem."

Council members rejected the argument given by the committee for the following reasons:

1. Council members did not accept the suggestions that the film was acceptable if its shortcomings were pointed out after the film was shown. They felt there were no guarantees that the film would be shown by a person who was sufficiently enlightened to overcome the misinformation contained in the film.
2. Council members found it difficult to accept that the Cabinet Committee was not sufficiently empowered to remove a film that was universally denounced by so many respected organizations. Council members stated that ministers can and do, by directives, encourage or discourage actions on the part of their staff or agency staff. Council members do not believe such directives represent censorship.
3. Council members felt that use of the film by authority figures such as the OPP implied acceptance of the film's message and viewpoint.

The Council further recommended:

"The Ontario Status of Women Council reaffirms its recommendation that the film *How To Say No To A Rapist And Survive* be withdrawn from circulation and use by government ministries and agencies. This action is taken on the widespread objection to the film by virtually every official women's organization in Ontario."

In addition, the Council obtained a preliminary legal opinion from Linda Silver Dranoff in which she comments on the legal implications of following the advice in the film "*How To Say No To A Rapist And Survive*".

Ms. Dranoff suggests that in her opinion the film advocates a woman putting herself in a position where she is saying "Yes" when she really means "No". If women followed this advice, she believes convictions would be virtually impossible to obtain.

In view of the serious points raised, Council requested that the legal implications for the Crown and other users be reviewed by the Attorney General and the Solicitor General.

In January, the Solicitor General wrote to the Provincial Secretary for Social Development stating:

"Although the Ministry has issued no prohibitive orders concerning the film titled "*How To Say No To A Rapist And Survive*", we are advising against its showing by police forces. Further, I understand that none of the municipal forces nor the Ontario Provincial Police uses the film in its community services programs."

In view of the problems created by the government's internal use of this controversial film, it was recommended that:

The Honourable Mrs. Birch be requested to relay to her Cabinet colleagues the request from the Ontario Status of Women Council that, as a part of the consultative process, the Ontario Status of Women Council be asked to comment on matters which relate to women, preferably in the planning stage.

Consultation on Rape

A two day consultation on rape was sponsored by the Provincial Secretariat for Justice in response to a perceived rising rate of rape. Participants included nurses, doctors, police officers, forensic scientists, civil servants and politicians. The committee will make recommendations in three months time and will have a follow-up meeting in six months time. Gaps in service were among the problems that were highlighted at the meeting.

Government Responses To Previous Council Recommendations

Equal Value

- In the third Annual Report we reported that the Council had passed the following motion suggesting that work of equal value replace the existing employment standards legislation which states that only work that is “substantially the same” can be compared:

“The Status of Women Council is of the opinion that the time for discussion has passed. The Government of Ontario must move immediately to amend its legislation to comply with the International Labour Convention No. 100. In doing so, it is imperative that the government set up effective and adequate staff machinery for enforcement of this legislation.”

The Minister of Labour responded:

“My Ministry is very interested in improving the present equal pay legislation and also in considering other possible alternative measures to improve the status and remuneration of women in the labour force. The Ministry is presently investigating productive methods to improve the quality of discussion around the equal value concept and questions raised by the Ministry discussion paper “Equal Pay For Work Of Equal Value”.

I am also concerned that there be some public/Ministry interchange regarding other policy alternatives which should be examined in greater detail such as affirmative action legislation and contract compliance.”

Drop-Out Provision of the Canada Pension Plan

- In the third Annual Report it was reported that the Council had voted to support the proposed drop-out provision of the Canada Pension Plan which would allow a woman who had worked in the paid labour force to leave the work force for seven years for each child without having her CPP benefits penalized.

The Provincial Secretary for Social Development responded in a letter to Council:

“Ontario agrees that every effort should be made to ensure that women are not subject to discrimination in the CPP and to this end, the province supported the proposal for credit splitting and advocated the equal treatment of men and women for CPP benefit purposes in 1973. However, a categorical drop-out provision would conflict with other basic objectives that the Ontario Government strongly feels are fundamental to the plan.

The credit splitting proposal received Cabinet's full support since it would maintain the distribution of benefits on an individual family basis. It recognizes the value of work in the home and in the event of marriage dissolution, it ensures an equitable distribution of the CPP portion of accumulated assets between husband and wife.

The drop-out requires a re-distribution of benefits in the aggregate from single persons, childless couples and those who would not utilize the provision, to those who would make use of it. While the concept of subsidization of child-rearing is firmly imbedded in our social structure, it should be accomplished through programs which are specifically designed for the re-distribution of income. It is Ontario's position that the CPP is not the appropriate vehicle for subsidizing the child-rearing function. Rather than increasing the transfer elements of the CPP, the insurance principle should be maintained and strengthened as much as possible. This is one way governments in Canada can help instill the spirit of self-reliance and individual productivity.

In addition, it is felt that the proposal would create a number of equity problems. A working mother in a well-to-do family could choose to remain in the home to care for her pre-school children and thus take full advantage of the provision. On the other hand, a working woman who is a single parent or who is in a low income family may have no choice as she might have to return to work due to economic necessity. The provision would not, therefore, be equally accessible to all mothers. Further, the value of the provision to any mother who could manage to take advantage of it, would vary with her wages during the period that she is in the labour force. Because a high income woman would receive (*ceteris paribus*) a larger absolute subsidy than a lower income woman, the provision would assign different values to the child-rearing function. Inequities are also created among non-contributors. Mothers with labour force attachment who remain in the home to care for small children would receive CPP pension credits whereas women who never work or who withdraw for other equally valid reasons (e.g. to care for an older disabled or retarded child; to care for an ailing parent or spouse; etc.) would receive nothing. In terms of social policy, these inequities are extremely difficult to justify.

Because the proposal has been approved in principle by all other participating provinces, and because a negative vote by Ontario will have the effect of preventing it from being adopted for the CPP, it was only after very careful consideration that a decision has been made on this issue. The facts that it would erode the CPP's insurance related basis and that it would create a number of social inequities, however, have weighed heavily in our deliberations. Further, it is felt that it would be preferable to determine overall directions of the CPP and the future of its financing before embarking on any improvements. Bearing in mind the fact that 53 per cent of CPP contributors reside in Ontario, we have concluded that it would not be appropriate to adopt the spouse's drop-out provision for the CPP, and have decided to vote against it."

Other Business

- During the year Council sent letters of support to the Toronto Rape Crisis Centre to the Focus on Change program and the Humber Centre for Women.
- Council sent a letter of congratulations to Honourable James Snow, Minister of Transportation and Communications on the announcement that women may attend any driver's license centre in Ontario to register their driver's license in their birth name.
- Council was successful in persuading the Globe and Mail to retitle the "Women's Section" to the "Thursday Section".
- Council was instrumental in persuading the Metro Ambulance to lower its height/weight restriction to allow women to become ambulance drivers.
- Council circulated research provided by the Human Rights Commission to the Globe and Mail and the Metro Council showing that small police officers could adequately perform the functions of the job.
- The Council has decided to discontinue its operation of the Talent Bank. The Talent Bank was operated almost continuously from 1973 until 1976. During that time the Council was pleased that the percentage of women appointed to government authorities, boards and commissions increased. However, it was decided that this function could best be carried on by groups in the volunteer and private sectors.
- In a visit to the Council, Honourable Frank Drea, Minister of Correctional Services, spoke of the activities of the Ministry, both within Corrections and among female staff members in the Ministry. He said he would continue to urge the Federal Government to close the Kingston Penitentiary for Women.

Briefs/ Statements/ Guidelines

- Brief to Joint Advisory Committee of the Government of Ontario and the Ontario Medical Association on Methods to Control Health Care Costs, Health Committee, Ontario Status of Women Council, September 29, 1977
- Brief to Royal Commission on the State of Pensions, Ontario Status of Women Council, December 31, 1977
- Brief to Standing Committee on Justice, Bill 59 — An Act to Reform the Law Respecting Property Rights and Support Obligations Between Married Persons and in Other Family Relationships, Ontario Status of Women Council, January, 1978
- Statement on Family Law, Ontario Status of Women Council, February 28, 1978
- Guideline Evaluation for Sex Bias in Textbooks, Education and Recreation Committee, Ontario Status of Women Council, November 22, 1977

Publications

Annual Reports

- * Annual Report, year ending September 1974
- 2nd Annual Report, October 1974 to April 1976
- 3rd Annual Report, April 1, 1976 to March 31, 1977
- 4th Annual Report, April 1, 1977 to March 31, 1978

Reports

- * About Face
Towards a positive image of women in textbooks
- * Volte-Face
Vers une image positive de la femme dans les manuels scolaires
- * About Face II
Towards a positive image of women in advertising
- About Face III
Towards a positive image of women in sport
- * About Face IV
Is anybody out there listening?
- About Face V
Towards a positive image of housewives
- Volte-Face
Vers une image nouvelle de la femme au foyer
- About Face VI
Towards a positive image of women and health
- * Out-of-Print

Copies of above publications are available from:

Ontario Status of Women Council,
700 Bay Street, 3rd Floor,
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Toronto, Ontario M5G 1Z6

Telephone: (416) 965-1111

Council Guests

<u>Date</u>	<u>Name</u>	<u>Agency</u>	<u>Topic</u>
April '77	ILENE BELL JANET FREEDMAN DR. LESBIA SMITH	RAPE CRISIS CENTRE RAPE CRISIS CENTRE MINISTRY OF HEALTH	RAPE RAPE RAPE
May '77	HELEN LAFONTAINE BARBARA ROBSON	WOMEN ASSOCIATES COMMUNICATIONS ADVISOR, SECRETARIAT FOR SOCIAL DEVELOPMENT	COMMUNICATIONS COMMUNICATIONS
	JUDY STOFFMAN	COMMUNICATION CO-ORDINATOR, WOMEN'S BUREAU, MINISTRY of LABOUR	COMMUNICATIONS
September '77	HON. M. BIRCH	PROVINCIAL SECRETARY FOR SOCIAL DEVELOPMENT	HOUSEWIVES
	JUDY STOFFMAN	COMMUNICATION CO-ORDINATOR, WOMEN'S BUREAU, MINISTRY of LABOUR	WOMEN IN THE WORK FORCE
	JOAN NANKIVELL	CO-ORDINATOR, EQUAL OPPORTUNITY CONSULTING SERVICE, WOMEN'S BUREAU, MINISTRY of LABOUR	WOMEN IN THE WORK FORCE
October '77	BARBARA MOFFATT	WOMEN'S ADVISOR, MINISTRY of CONSUMER and COMMERCIAL RELATIONS	WOMEN and CREDIT
January '78	JUDGE GEORGE THOMSON	ASSOCIATE DEPUTY MINISTER, CHILDREN'S SERVICES DIVISION, MINISTRY of COMMUNITY and SOCIAL SERVICES	CHILDREN'S SERVICES DIVISION
	HON. FRANK DREA	MINISTER, CORRECTIONAL SERVICES	FEMALE OFFENDER
	MARGARET BEAVAN	WOMEN'S ADVISOR, MINISTRY of CORRECTIONAL SERVICES	AFFIRMATIVE ACTION
March '78	MARY LOU MACPHEDRAN BETH SYMMES	TORONTO WOMEN'S HEALTH CLINIC TORONTO WOMEN'S HEALTH CLINIC	WOMEN & HEALTH WOMEN & HEALTH
	BETH ATCHESON	TORONTO WOMEN'S HEALTH CLINIC	WOMEN & HEALTH

Appendix

Motions of the Joint Council Meeting:

Rape Film

It was moved and seconded that the Sixth Joint Meeting of the Federal and Provincial Status of Women Councils (a) support the position taken by the Federal Advisory Council in April condemning the film "How To Say No To A Rapist And Survive" by Frederick Storaska, (b) urge all provinces and local authorities to make strenuous efforts to ensure that school boards and police departments use other available films on rape and discontinue the showing of the Storaska film, (c) ask each province to explore the possibility of invoking legal mechanisms to prohibit the distribution and showing of this film.

Indian Women

It was moved and seconded that the Sixth Joint Meeting of Federal and Provincial Status of Women Councils support the recommendations made by Indian Rights for Indian Women at its annual meeting in October excepting the recommendation that native women who marry off the reserve in Alberta be allowed to retain their oil and gas rights:

All Indian women should retain their present Indian status and no woman should be evicted from a reservation until the Act is revised.

Indians who have lost their status because of marriage should have their rights restored under the revised Act.

Indians with one quarter native ancestry should qualify for Indian status. The non-Indian spouse of any native should be allowed to live on the reserve and all children of a mixed marriage should retain Indian status.

That those charged with the decisions of the Indian Act give due consideration to the establishment of an appeal mechanism from decisions made under the Indian Act, so that the human rights of all Canadians are protected.

Appointment of Women Judges and Senators

Whereas the Federal Advisory Council on the Status of Women has repeatedly urged the Federal government to appoint qualified women to federal Crown corporations, boards and commissions, to the Senate and as judges, the Advisory Council on the Status of Women considers the government's performance in this regard unsatisfactory. The composition of institutions such as the Senate should reflect the proportion of men and women in the Canadian population. Yet, the Federal government appointed only men to the Senate last year when filling vacant positions. This calls into question the government's commitment to equal opportunity for women in Canada.

Therefore, it was moved and seconded that the Sixth Joint Meeting of the Federal and Provincial Advisory Councils on the Status of Women:

Urge the Federal government to fill the remaining Senate vacancies with qualified women and appoint more women judges to all courts within their jurisdiction;

Recommend that the provincial governments appoint more women judges to all courts within their jurisdiction.

Family Law

It was moved and seconded that changes to the matrimonial property laws within the provinces should be consistent with the principles established by the Federal Advisory Council on the Status of Women in its paper "A Definition of Equity in Marriage".

1. The concept of marriage as an economic and social partnership of legal equals.
2. The family as the fundamental group unit of the economy and the recognition of unpaid work within the family as being as vital to the unit and to society as paid work performed outside the family.
3. During the currency of the marriage the right of the partners to an equal on-going share of security being built up for the future (such as an on-going split of pensions and superannuation credits and tax free savings).
4. During the currency of the marriage the responsibility of the partners to support one another with services and/or finances to reflect the concept of marriage as an inter-dependent partnership of shared responsibilities.
5. At the dissolution of the marriage for whatever cause, the right of the partners to an equal share of the assets accumulated during the period of the marriage and their right to the protection of those assets from undue alienation during marriage.

Manitoba Family Law

Whereas the Manitoba Government has deferred the enforcement of its maintenance bill and delayed the enforcement of the Matrimonial Property Act, it was moved and seconded that the Sixth Joint Councils Meeting of the Federal and Provincial Advisory Councils go on record as supporting the women in Manitoba in their efforts to convince the government to retain these bills in their present form, as they are the most progressive pieces of family law legislation anywhere in Canada.

Guidelines for Elimination of Sex Role Stereotyping in Textbooks

It was moved and seconded that the Joint Status of Women Councils applaud the leadership of Ontario's Ministry of Education in eliminating sex role stereotyping in textbooks and urge all provinces who have not already done so to adopt the guidelines which were drawn up by the Ontario Status of Women Council, and are presently in use by the Ontario Ministry of Education.

Recognition of Family Home Manager by Statistics Canada

It was moved and seconded that the Sixth Meeting of the Joint Federal and Provincial Councils recommend to the Minister responsible for statistics that the role of family home manager be recognized in future statistical records.

Need to Ensure Continued Funding For Women Under New Block Funding

As a result of discussions at the Sixth Joint Meeting of the Councils on the Status of Women of the changes expected to Bill C-57 — the Federal government legislation concerned with the financing of social services — it was identified that a major problem in redistributing income for social services across the country is not block funding per se, but rather the method by which block funding grants are calculated, i.e. that future funding is based on past commitments.

Resulting from the experiences of the women's movement across this country over the past few years, several effective approaches have been developed toward meeting the needs of women.

Bill C-57 in its original form recognized these services for women, such as day care, family planning, home support services, counselling and women's clinics, as eligible for funding under cost-sharing programs. With the withdrawal of this Bill and the change to block funding as a method of redistribution of income there appears, at this time, no guarantees that the recognition of these services will be honoured.

Experience to date with block grant funding in other areas have shown that these grants are based on existing provincial government commitments.

The services about which we are concerned, these newer responsive services essential to women of this country, are not yet for the most part ones to which provincial governments feel any commitment.

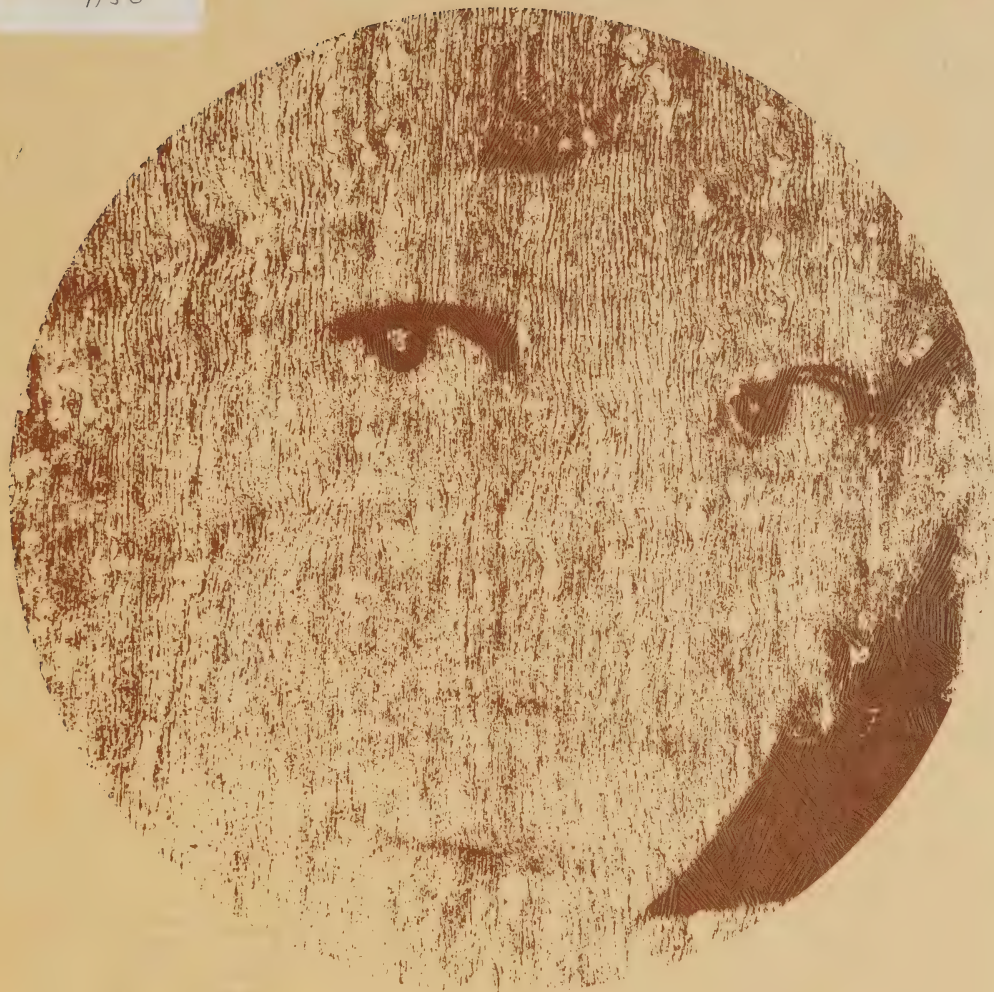
It was therefore moved and seconded that we strongly recommend that the Federal government examine the formula by which block funding grants are calculated so as to ensure that these newer responsive services essential to women in this country and recognized by the Federal government, be included in block funding grants.

Child Care

Whereas children are this country's greatest natural resource; whereas children can benefit in terms of all aspects of growth and development from quality full-time and part-time programs; whereas the availability of child care is an essential service if women are to achieve full equality in modern society; and whereas the nature and extent of child care programs in Canada do not meet the variety of existing needs, it was moved and seconded that the Sixth Joint Meeting of the Status of Women Councils:

1. Endorse the following concepts as complementary to traditional day care and exert pressure for their implementation in their respective provinces such as:
 - (a) Family day care homes — providing that they are properly licensed, supervised, subsidized and allied with larger centres for on-going communication and training;
 - (b) corporations, industry, and institution-based child care;
 - (c) crisis child care centres that could be responsive to crisis family situations and that would have changing and short-term populations;
 - (d) mobile play buses that could offer child care programs to rural and selected urban areas on a scheduled and part-time basis.
2. Make their concerns about quality comprehensive child care programs known to all levels of government, public and private agencies and institutions and to the general public.
3. Exert pressure on all levels of governments to look receptively at the establishment of child care facilities in residential neighborhoods when such requests arise.
4. Exert pressure on all levels of government to establish child care programs to meet the needs of infants and programs that would be family or home-based in provinces and areas where such programs do not now exist.
5. That child care workers be paid commensurate with their training and responsibility, which at this time is not dissimilar to registered nurses and teachers, and that these workers have the right to negotiate directly with the major funding source with respect to salaries, which is in most cases the provincial government department responsible for child care services.

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DEPARTMENT OF SOCIAL SERVICES

Ontario Status of Women Council

5th Annual Report

April 1, 1978 to March 31, 1979

The Ontario Status of Women Council was established by Order-in-Council in September 1973:

- 1) To advise the Government of Ontario through the Provincial Secretary for Social Development, on matters pertaining to the status of women in Ontario.*
- 2) To co-ordinate and monitor the implementation of recommendations contained in the report Equal Opportunity for Women in Ontario: A Plan for Action, June 1973.*



The Honourable Margaret Birch
Provincial Secretary for Social Development

Dear Mrs. Birch,

I have pleasure in presenting to you the fifth Annual Report
of the Ontario Status of Women Council for the period beginning
April 1, 1978 to March 31, 1979.

Sincerely,

A handwritten signature in cursive script, reading "Lynne Gordon". The ink is dark and the signature is fluid.



Ruth Cunningham
Vice-Chairperson
March 1977 - Sept. 1978



Olive Ritchie
Vice-Chairperson
Nov. 1978 - March 1979



Lynne Gordon
Chairperson

Council Members

Lynne Gordon
Chairperson
Toronto

Ruth Cunningham
Vice-Chairperson
Thunder Bay
Mar. '77 - Sept. '78

Olive Ritchie
Vice-Chairperson
Hamilton
Nov. '78 - Mar. '79

Thomas Bastedo
Toronto

Charlotte Matthews
Sarnia

Marnie Clarke
Toronto

Joyce Robertson
Sault Ste. Marie

Mari Cole
Wallaceburg

Beverley Salmon
Toronto

Iris Hurley
Brockville

Dorothy Templeton
Toronto

Beverley Kirkpatrick
Bracebridge

Gertrude Wiltshire
Ottawa

Margaret MacGregor
Toronto

Kathy Wood
Toronto

Jacqueline Martin
Ottawa

Susan Gibson
Executive Officer

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Chairperson's Remarks

Governments have finally accepted that the steadily increasing participation of women in the labour force is not a temporary phenomenon, and have also realized that this participation will not result in labour shortages in the mid 80's.

Employment strategies must take into consideration the needs for childcare. It is a fact that 64% of all women in the labour force in Ontario are between the ages of 25 and 45, prime child-rearing years, and their children need high quality and comprehensive childcare as an essential service.

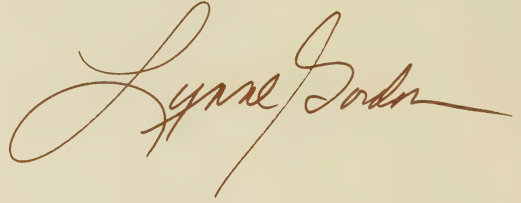
Equal pay for work of equal value is an area in which we will continue to urge the Ontario Government to act. The wage gap continues to widen as more women are entering the labour market. Unless action is taken, the workplace will continue to offer women unequal opportunities and unequal rewards throughout their working lifetime. This problem must be solved. In thinking about similar problems women had in the area of family law, I am reminded of the vital, agonizing, lengthy debates that preceded the enactment of a revised Family Law Act last year. Now that it is in place, most judges are making enlightened and forward-thinking decisions.

This year has been a very difficult one for the funding of support services for women. The number of childcare spaces has remained constant, while women are increasingly entering the labour force. Funds for projects to assist the re-entry of women into the work force, rape crisis centres, and hostels, are drying up. Governments should take the responsibility for providing these essential services for women on an ongoing basis.

I am encouraged by the co-operation and growing network of women throughout Ontario and Canada. The Council has proven how effective we can be when we work with all groups, both large and small, cutting across political lines to consolidate as one, on issues of common concern. The Council will continue to effectively liaise with these groups.

My sincere thanks to Ruth Cunningham, who worked so hard on behalf of women, first as a member, and then as Vice-Chairperson of Council. Thanks to Olive Ritchie, who took over the position of Vice-Chairperson when Ruth was forced to resign due to other career commitments.

Thanks and congratulations also to the other members of Council, who demonstrated and proved that it takes teamwork to produce excellent briefs and recommendations for improving the status of Ontario women.

A handwritten signature in dark ink, reading "Lynne Jordan". The signature is written in a cursive, flowing style with a long horizontal line extending from the end.

Activities

COUNCIL MEETINGS

Council met five times during the year. On alternate months, the Committees prepared reports and briefs.

LIAISON WITH GOVERNMENT AND AGENCIES

As directed by its mandate, the Council reported directly to the Hon. Margaret Birch, Provincial Secretary for Social Development. After each Council meeting, the Chairperson met with Mrs. Birch to discuss the Council's recommendations which were then relayed to the appropriate Cabinet Ministers. Usually, the Chairperson then met directly with the Minister involved.

Issues such as the employment of waitresses in first-class dining rooms, and the decline of female teachers were formally referred to the Ontario Human Rights Commission for action.

To co-ordinate the flow of information related to women in the labour force, the Director of the Women's Bureau acted as an ex officio member of the Council.

Women who required individual assistance were referred to the appropriate Government agency such as the Ontario Human Rights Commission, the Ombudsman, or in some cases, to the Minister responsible.

LIAISON WITH MEMBERS OF THE LEGISLATURE

When a Private Member's Bill related to women was before the House, a letter was sent to each member stating Council's position on the issue and recommending a "yes" or "no" vote.

When a Government Bill related to women was before the House, Council communicated its position to each party leader and where necessary presented a brief to the House Standing Committee on second reading.

LIAISON WITH JOINT COUNCILS

Since its inaugural meeting in January 1975, the working relationship between the six provincial advisory councils, New Brunswick, Nova Scotia, Ontario, Prince Edward Island, Quebec and Saskatchewan, and the Canadian Advisory Council, intensified due to the increasing commitment of the Council Presidents to act co-operatively on issues of common concern.

LIAISON WITH WOMEN'S ORGANIZATIONS

This year, the Council increased its liaison with existing women's organizations, realizing that many specialized and committed volunteer groups were needed to address complex women's issues.

Council increased circulation of background and position papers to women's groups. Newsletter circulation was extended to include most women's organizations in Ontario. As a result, women's groups developed positions and then sought the support of the Council. For example, a delegation of women attended the November Council meeting to seek support from Council in fighting cutbacks emanating from the Federal government. The Chairperson intervened to secure emergency short-term funding from the Province and initiated action with the Joint Councils on this issue.

SPEAKING ENGAGEMENTS

The Chairperson and Council members were invited by various groups to speak at meetings throughout the Province.

DISTRIBUTION OF PUBLICATIONS

The About Face series and copies of Council's briefs were requested by and distributed to the following:

- individuals
- public schools, high schools, community colleges, universities
- teachers and students for courses and projects
- health clinics
- women's organizations, other organizations
- conferences
- resource centres
- public libraries
- Federal and provincial government departments and libraries
- Federal and provincial legislators
- women's organizations in other countries, individuals from other countries

Council Committees

EXECUTIVE

L. Gordon — Chairperson
R. Cunningham
O. Ritchie
M. Cole
B. Kirkpatrick
J. Martin

CHILD CARE

M. Cole — Chairperson
I. Hurley
M. MacGregor
J. Robertson

EDUCATION AND RECREATION

B. Kirkpatrick — Chairperson
J. Robertson
K. Wood

LABOUR

O. Ritchie — Chairperson
B. Salmon

WOMEN WITH SPECIAL NEEDS

J. Martin — Chairperson
C. Matthews
D. Templeton
G. Wiltshire

Child Care Committee

Council adopted the following philosophy on child care:

"The Ontario Status of Women Council is committed to the belief that the availability of child care is an essential service if women are to achieve full equality within our society. Children are our greatest human resource and must have care that will ensure development of their individual potentials in a secure and stimulating environment."

In a brief to the Government, *Towards Expanding Quality Child Care in Ontario: A Plan for Action*, Council endorsed the use of community schools.

A community school was defined as an institution which, under one roof, provided:

- child care
- elementary education
- community centre programs

The school was seen to foster the social, emotional, physical and mental growth and learning of the individual and the family. These recommendations were made:

1. That the Government of Ontario endorse the principle of the community school;
2. That the Government of Ontario provide monetary incentives for the renovation of existing suitable facilities into child care centres which comply with the Day Nurseries Act;
3. That the Social Development Secretariat set up an inter-ministerial steering committee for community schools, composed of representatives from the Ministry of Education and Colleges and Universities, the Ministry of Community and Social Services, the Ministry of Culture and Recreation, the Ministry of Health, and the Ministry of Intergovernmental Affairs;
4. That the Government of Ontario investigate the reasons for the discrepancies in per diem rates for child care throughout the Province, and set Province-wide guidelines for these rates which can be adjusted according to area cost;
5. That the Ministry of Education and Colleges and Universities strive for equivalency in educational standards in Early Childhood Education Certificate programs and that this equivalency be recognized for purposes of transfer and/or further education;

6. That the Ontario Status of Women Council meet with the Provincial/Municipal Liaison Committee to present this proposal.

In a letter to Council, Mrs. Birch responded:

"On page 20 of your brief, the 3rd recommendation proposes the establishment of an interministerial steering committee for community schools. The Secretariat for Social Development would be responsible for setting up this committee.

I do not feel that it would be advisable to establish such a committee at this time. As you are aware, a consultation paper on day care is being prepared by the Ministry of Community and Social Services. As a result, it would be premature to establish an interministerial committee at this point when the subject is still under review by the Government.

In regard to recommendation 4, the Ministry of Community and Social Services has indicated to you that it supports this recommendation in principle and that initial work is being done on this by the Children's Services Division. At the same time, the resolution of this issue cannot be fully dealt with until the day care policy is in place.

The Ministry of Community and Social Services has also indicated that it is working with the Ministry of Education and Colleges and Universities on a proposal for competency based on recognition of child care staff. The proposal will include a system of equivalency for both transfer and further education. This responds to your 5th recommendation."

Through a letter of inquiry the Committee gained assurance from the Day Nurseries Branch that an update is being done on their recommended book list for child care centres using Council's guidelines to eliminate sex role stereotyping in approved children's books.

Respectfully submitted,

Mari Cole,
Chairperson.

Education and Recreation Committee

One of Council's most significant responsibilities is monitoring publications which children are exposed to in their early school years. The Committee reviewed texts listed on Circular 14 since the new sex guidelines came into effect. Generally, findings were positive, but not yet ideal. A letter was sent to the Hon. Bette Stephenson, Minister of Education and Colleges and Universities, informing her of the Committee's findings.

A Committee delegate attended a conference to introduce the Ministry of Education's new resource guide, *Sex Role Stereotyping and Women's Studies*. Congratulations to the Ministry for bringing out a guide that includes practical suggestions that can be effectively integrated with courses of study and Ministry of Education guidelines from K-13.

Council requested the approval of the text *Women In Canadian Society* for use in Ontario schools. Council was advised by the Ministry of Education that the book is now included on Circular 14, the list of approved texts.

Words That Make Women Disappear, a pamphlet dealing with the everyday use of sexist language, was printed and distributed with Council's newsletter *Status*.

Council, concerned that Boards of Education, feeling the pressures of declining enrolment, may be tempted to hire on a breadwinner basis, asked the Ontario Human Rights Commission to carefully monitor the employment practices of the Boards of Education in Ontario. The resolution read:

"Whereas research has demonstrated that the position of women teachers has been deteriorating over the past five years:

- Between 1972-73 and 1976-77, in actual numbers there has been a decline of 1,562 in the number of women elementary school teachers and an increase of 1,261 in the number of men.
- In percentage terms, there has been an increase of 16% in the number of men classroom teachers at the elementary level in the past five years, with a corresponding decrease of 3.2% in the number of women.
- At the secondary level, there has been an increase of both men (1,903) and women (227), but these figures represent an 89.6% increase for men and only a 10.7% increase for women.

- In the junior-intermediate grades (4-8) there has been an absolute increase of 418 men and an absolute decrease of 2,535 women.
- The percentage of women principals in elementary schools has declined from 8.2% in 1972-73 to 6.9% in 1976-77.

We express our great concern about this existing trend and strongly recommend the following:

1. All school boards should be urged to establish affirmative action programs in order to combat existing discrimination and ensure promotional opportunities for women in the profession.
2. The Ontario Human Rights Commission is urged to monitor the employment practices of Ontario Boards of Education to ensure that because of the pressures of declining enrolment, teachers are not being hired or dismissed on a breadwinner basis."

Council also consulted the Ontario Human Rights Commission regarding discriminatory practices in amateur minor sports on the basis of sex, in particular, the case of Gail Cummings being denied the right to play hockey with the Ontario Minor Hockey Association because of her sex. On hearing that the Ontario Court of Appeal had reversed the Ontario Human Rights Commission's decision that Gail Cummings be allowed to play with the Ontario Minor Hockey Association, the Chairperson of the Education and Recreation Committee wrote a letter to the Globe and Mail, the following extract being printed:

"With regard to the article, Minor Hockey League Can Bar Girls, Court Rules (Aug. 16), it is difficult to accept the court's argument that minor hockey associations in towns such as Huntsville and my own neighbouring town of Bracebridge, are not public. The minor hockey association, like most recreational groups, is dependent upon the public for survival. In Bracebridge, the Municipal Recreation Services Committee will grant the Bracebridge Minor Hockey Association \$10,200 during this current year. Clearly an organization that receives most of its funding from the public purse and conducts its activities in a publicly maintained facility is not a private one, but one that depends upon and answers to the public of that community."

About Face: Towards A Positive Image of Women in Sport was reprinted with a new preface addressing current issues written by the author, Abby Hoffman.

At the joint meeting of the Federal and Provincial Status of Women Councils in Toronto, a brief on *The Female in Public Recreation* was presented by Ontario. The following recommendations were approved by the Joint Councils:

1. Physical education should be a daily part of the school program;
2. The emphasis in physical education programs should shift to the development of cardio-vascular fitness to include all activities;
3. Mass fitness testing should be carried out regularly in the schools and remedial programs implemented;
4. School boards should be responsible for ensuring an equitable distribution of resources between boys' and girls' physical education departments and the boys' and girls' inter-school sports programs;
5. Women should be encouraged to become involved in coaching, training, officiating functions in schools and community recreation programs;
6. Local governments should evaluate their programs in order to provide a more balanced schedule between sports and games and other cultural and recreational activities, available to all community residents;
7. Either programs for young children should run concurrently with adult programs, or day care facilities should be established in conjunction with recreation centres;
8. Training seminars should be held at regular, frequent intervals in order to familiarize community recreation staff with the needs and potential of the female in recreation;
9. Affirmative action programs should be implemented in all municipalities to ensure that women have an opportunity to fill administrative positions in recreation, and to serve on recreation committees or boards.

In response to a request by Council, the Minister of Culture and Recreation met with Council representatives. Since that meeting, the Ministry has discontinued the use of a coaching film Council deemed inappropriate.

Council will continue to urge the Ministry of Culture and Recreation to take an official position re the discrimination that exists with regard to females in traditionally male minor amateur sports; to appoint a Women's Sport Advocate within the Ministry, and to act on the recommendations contained in the Theobald report, *The Female in Public Recreation*.

Respectfully submitted,

Beverley Kirkpatrick,
Chairperson.

Labour Committee

Eleven committee meetings were held during the year, concentrating mainly on the Green Paper, *Equal Opportunity for Women in Ontario: A Plan for Action*, June 1973. Various subcommittees were set up and meetings held on specific items referred to them.

Presentations, briefs, and discussions pertaining to women in the labour force and women attempting to enter or improve their status were held with Hon. Margaret Birch, Hon. Bette Stephenson, Hon. Robert Elgie, Hon. Frank Drea, Hon. Robert Welch, Judge George Thomson, Associate Deputy Minister of Community and Social Services, Children's Services Division, John Anderson, Assistant Deputy Minister of Community and Social Services, Adult Services Division, Grace Hartman, President, Canadian Union of Public Employees, Wendy Cuthbertson, United Auto Workers, and Mary Corkery, Equal Pay Coalition.

At the request of a planning committee, members of the Labour Committee, in conjunction with the Child Care Committee, presented a one-day working seminar at Cambrian College in Sudbury.

NON-TRADITIONAL JOBS

A brief from the Industrial Training Council on Equal Opportunity for Women in Non-Traditional Jobs was presented, studied and discussed by the Committee. The following recommendations were endorsed by Council and forwarded to the Minister of Colleges and Universities:

1. That to facilitate entry of women into the apprenticeship training programs, mandatory awareness-training be provided for training staff which interfaces directly with the public.
2. That creation of a special desk or channel in all locations for female applicants for apprenticeship, staffed by a person committed to the inclusion of women in these non-traditional jobs; in the majority of cases this person would most appropriately be a woman.
3. That a grievance process be set up whereby women "turned off", "put down" or rejected by the counselling or entry process into apprenticeship could be heard.
4. That a training program be set up with specific emphasis on recruiting women to prepare them for entry into the non-

traditional trade areas. This program would be aimed specifically at dealing with such elements as assertiveness and the female socialization process.

5. That the Ministry work with employers and unions to set targets for the entry of women into apprenticeship schemes.
6. That the Ministry execute a personalized campaign to improve and publicize the image of females in non-traditional jobs. (Campaign where women in non-traditional jobs would tour schools, women's clubs, etc., throughout the Province to discuss the issues around working in these jobs).

The above paper along with a copy of the Minister's reply was distributed to all Women's Advisors of Community Colleges in Ontario, and also to the Women's Committee of the Ontario Federation of Labour for distribution to appropriate unions. The brief was also approved at the 7th Joint Councils meeting held in Toronto in June 1978.

EMPLOYMENT POLICIES IN TORONTO HOTEL DINING ROOMS AND COFFEE SHOPS

A study was done, brief prepared, adopted and presented to the Ontario Human Rights Commission. The recommendations were as follows:

1. That the hotels be strongly encouraged to adopt Affirmative Action policies to ensure that in the future women are given an equal opportunity to receive on-the-job training which would enable them to qualify for promotions.
2. That the hotels be made to realize that as "ambassadors" for the City and the Province for many visitors who may not be able to witness any other facet of Canadian life, it is very important that they be and are seen to be equal opportunity employers.
3. That policies ensuring women are not discriminated against in hiring and promotion be added to the policies of the Hotel and Club Employees' Union and the Restaurant and Hotel Association.
4. That Community Colleges be encouraged to develop courses aimed at training men and women in international first-class standards of food service and that women be encouraged to enter these courses.

5. That women wishing to make food service a career be encouraged to look upon it as a profession and make it clear to management that they regard it as such.
6. That the Women's Bureau design a pamphlet outlining the required skills of the profession and how and where they may be acquired.
7. That the Ontario Human Rights Commission along with representatives of the Women's Bureau and the Ontario Status of Women Council convene with the Presidents and/or General Managers of the Toronto hotels to discuss this study and its recommendations.

The Ontario Human Rights Commission has been studying sex discriminatory hiring practices in first class dining rooms. They report that "... 70% of the regular patrons of first class dining rooms have *no* strong preferences for waiters as opposed to waitresses and instead were interested only in the quality of service provided."

CONTRACT COMPLIANCE

Concern over the lack of visible progress of Ontario's Affirmative Action programs in contrast with the highly visible American equal employment program, resulted in a thorough study being conducted. A brief was prepared, adopted by Council, and the following recommendations forwarded to the Government:

1. That as one of the largest employers of women in the Province, the Government must take the social responsibility of being a leader with all companies, agencies, etc., who are privileged to receive funds from the Government.
2. That because of the extensive background of knowledge presently relating to the Government's Affirmative Action plans with women Crown employees, the Ontario Government initially adopt a pilot project of contract compliance for women.
3. That Affirmative Action plans be filed and approved at the time the contract is entered into.
4. That a graduated penalty system be introduced to precede contract cancellation and debarment of future contract consideration.

5. That the Government participate in a public education program to involve unions.
6. That the contract compliance program be within the aegis of the Ministry of Labour.
7. That a strong public awareness program be a fundamental component of contract compliance.
8. That a basic requirement, "class action" be included in the Human Rights legislation.

A meeting held with Dr. Elgie, Minister of Labour, to discuss the contract compliance brief, brought affirmation of his support for the need to improve labour legislation to benefit women. He stated that the Ministry is currently looking at policy options on the principle of equal pay for work of equal value in Ontario and contract compliance.

BILL 112 — AN ACT TO PROHIBIT DISCRIMINATION IN BUSINESS RELATIONSHIPS

The purpose of the Bill was to prevent discrimination in the business community on the basis of race, creed, colour, nationality, ancestry, place of origin or geographical location. Contravention of the Act disqualifies a person from entering into a contract to provide goods or services to the Crown or an agency of the Crown.

A brief was prepared and adopted on Bill 112, and presented to the standing Administration of Justice Committee with the following recommendations:

1. That the grounds of 'sex' and 'marital status' be included in the Bill.
2. That as this was human rights legislation, it should be under the aegis of the Ministry of Labour or the Ontario Human Rights Commission rather than the Ministry of Consumer and Commercial Relations.

The standing Committee added the grounds of 'sex' to the final draft of the Bill.

PRODUCTIVITY OF WOMEN DOCTORS

Due to concern over the submission by the College of Family Physicians of Canada to the Minister of Health, wherein the College argued that Ontario has barely enough family physicians in practice now, and that within the next decade, Ontario will face a shortage of family physician

services, with one of the contributing factors being that women make up an increasing proportion of graduating doctors, a proposal for a study on the above was approved by Council as follows:

1. "Productivity" among women doctors should be reviewed and assessed now, before any move to limit the enrolment of women is organized. Such a review to permit a meaningful evaluation must assess several special aspects of women's role in medicine: the question of productivity cannot be understood outside the context of the kind of patients women doctors see, the areas of medicine women doctors tend to enter, the ways in which they conduct their practices and the health effects which follow.
2. That the Ministry of Health undertake funding for this study in order to properly evaluate the productivity of female physicians.

VISIBLE MINORITY WOMEN

Plans are underway for a joint conference with the Canadian Council of Christians and Jews. The focus of the conference is to encourage grassroots women, through knowledge and acquisition of skills, to upgrade themselves.

OTHER ISSUES

As many areas in the labour field affecting women cross federal lines, Council has worked closely with the Canadian Advisory Council on the Status of Women. During the year, presentations were made to them on the following labour items:

1. Unemployment insurance benefits for adopting parents.
2. Brief from Manufacturer's Life re maternity leave suggestions.
3. Women employed in their husbands' businesses.

FUTURE PROJECTS

- Sexual harassment on the job
- Part-time work policies with pro-rated benefits
- Domestic workers

Respectfully submitted,

Olive Ritchie,
Chairperson.

Women With Special Needs Committee

FAMILY BENEFITS

Council presented a brief entitled *Women With Special Needs for Monetary Security* to the Government. The following recommendations were made:

1. That the data base from which the Family Benefits earning exemption for work-related expenses is calculated be reconsidered so that it corresponds with the current cost of working. Also, the adequacy of this figure should be reviewed annually.
2. That the 120-hour limit on the number of hours that a Family Benefits sole-support mother can work be removed. A working sole-support mother should be considered ineligible for Family Benefits only if her income exceeds the total earnings restriction set under this program.
3. That income in excess of the monthly earnings allowable without a reduction in the recipient's Family Benefits be recovered at the less punitive rate of 50% instead of the present 75%.
4. That the Family Benefits phase-out program for recipients who leave Family Benefits for full-time work, be extended at the current higher rate for the present 3-month period to a 6-month period, for a limited number of times.
5. That the section relating to the phase-out program in the Family Benefits Act be changed so that the program is mandatory rather than discretionary.
6. That programs designed to help General Welfare and Family Benefit sole-support mothers such as the joint federal-provincial pilot project for sole-support mothers, *Focus on Change and Opportunities for Advancement* receive sufficient funding on a permanent basis as to permit long-range planning, expansion, the purchase of proper services within the colleges, and facilitate access to interested recipients.
7. That the General Welfare Assistance Act and the Family Benefits Act be amended to allow a woman who is living with a man or who is legally married, to assume completely or share as an equal partner, the responsibility when applying for benefits.
8. That a woman who deserts her husband or who is legally separated from her husband be eligible for Family Benefits if she is in financial need.

9. That in the case of a man 'living in', administrative discretion should be used to determine a woman's eligibility for Family Benefits; children considered her dependents or responsibility would be eligible for the same benefits.
10. That the General Welfare and Family Benefits programs provide an adequate income to be reviewed annually, with changes in shelter and food costs adjusted to the differences in economic areas. Adequacy of social assistance levels to be reviewed regularly and results made available to the public.

On December 15, the Hon. Keith Norton, Minister of Community and Social Services, announced in the House that the Cabinet had approved an annual expenditure of approximately \$33 million to increase the allowances now being paid to Family Benefits clients and those who receive General Welfare Assistance. This expenditure represented a 6% increase for more than 175,000 recipients and their dependents.

In addition to the general rate increase, back-to-school allowances increased from \$25 to \$30 for children aged 4 to 12, and from \$50 to \$60 for children aged 13 and over.

With respect to the remaining recommendations, John Anderson, Assistant Deputy Minister, Adult Services, Ministry of Community and Social Services, expressed agreement in principle with most of them. However, he pointed out that many of the restrictions in the program are currently governed by maximum allowances in the Canada Assistance Plan. He stated that the Minister of Community and Social Services proposed an alternative program at a recent interprovincial meeting of Welfare Ministers which would encourage recipients to return to meaningful employment through a combination of income supplementation for the recipients themselves and a wage subsidy program to encourage employers to create new jobs for those recipients. In addition, he stated that the Minister also proposed at the Ministers' conference, that the fringe benefit package be extended for up to a period of two years on a needs-tested basis and be accompanied by monetary benefits to ensure an adequate level of income.

The Ministry is currently examining alternatives which could remedy the situation of unequal treatment of males and females in Community and Social Services programs.

HOSTELS FOR WOMEN

The Committee also studied the problem of domestic violence and the need for an Act to govern hostels for women. A brief was approved in principle by Council. The recommendations are being finalized before submission to the Government.

FUTURE PROJECTS

- Women and violence
- Women and aging
- Women who live in isolated areas
- Disabled women
- Native women
- Financial planning for women

Respectfully submitted,

Jacqueline Martin,
Chairperson.

Other Issues

HEALTH

BADGLEY REPORT

Council passed a motion asking the Minister of Health to give a progress report on the Caudwell Report—provincial reaction to the Badgley Report. Council felt that women were being penalized because of the extraordinary length of time that had elapsed since the completion of the report.

The Minister of Health has not approved the release of the Caudwell Report at this time.

BILL 139 — AN ACT RESPECTING HOSPITAL PROCEDURES RELATING TO ABORTIONS PERFORMED IN ONTARIO

A brief was prepared and adopted on Bill 139. The Bill proposed a complex set of hospital procedures to be undertaken within 24 hours of an abortion. The following resolution was circulated to each member of the Legislature:

“Whereas it is the position of the Ontario Status of Women Council that the procedure for abortion as presently delineated under the Criminal Code should be removed from the Criminal Code in order that abortion may be made a private matter for discussion and decision between a woman and her attending physician;

Whereas there is no demonstrated need for the Bill or for the unnecessary administrative procedures which are proposed by this Bill;

Whereas the Bill would impose enormous administrative costs on the health care system;

Whereas the Ontario Government has not issued a report on its review of the Report of the Committee on the Operation of the Abortion Law (Badgley Report);

Whereas the Bill requests physicians to state opinions on subjects where there exist no current medical consensus thereby limiting the human rights of the physician attending the patient;

Whereas the Bill would severely limit the human rights of female patients;

The Executive Committee of the Status of Women Council has studied Bill 139, a Private Member's Bill, An Act Respecting Hospital Administrative Procedures

Relating to Abortions Performed in Ontario, and urges every legislator to vote against the Bill.”

Council received advice that it is arguable that Section 3 of the Bill was *ultra vires* inasmuch as it purports to alter the Criminal Code in a way that is not within the jurisdiction of the Province of Ontario.

Twenty-two members from all parties stood to defeat the Bill, thereby preventing it from proceeding to second reading.

FAMILY PLANNING

The Council continued to emphasize the need for family planning initiatives by the Government. The following resolution was passed at the November Council meeting:

“Whereas there are increasing numbers of abortions being performed in Ontario, our concern is that the 100% funding earmarked for family planning, December 1974, and available to public health units in this Province, is not being fully utilized toward public education in family planning;

We urge that the Ministry take cognizance of the Ontario Status of Women Council research of May 1977, into some health units' apparent non-use of this funding for family planning education;

Therefore, we urge the Ministry of Health to make family planning service mandatory in all public health units throughout the Province. Further, we would request the Ministry to liaise with the Ministry of Education to notify the local school boards that this service is available to them through their local health units;

We request the Minister of Health to undertake a high profile media public education campaign, similar in scope to the alcohol campaign, aimed at raising public awareness to the need for family planning.”

In a letter of response, the Minister of Health stated that a family planning campaign was in the final stages of preparation.

TORONTO WOMEN'S HEALTH CLINIC

Last year, Council reported that the Minister of Health was considering a proposal for a free-standing clinic for women which was supported by Council. The purpose of the clinic would be

to provide "delivery of health care that above all is designed to assist women in becoming informed and active participants in their overall health maintenance". In a letter to the Council, the Minister of Health responded:

"The brief was well presented by the delegation and while there were a number of attractive features in it, I was unable to support the concept of therapeutic abortions being performed in a free-standing clinic, particularly, for reasons of safety. Nevertheless, the other components, health maintenance and certain treatment services for women, were of special interest to me, and so I am having my staff look at the possibility in relation to a Health Service Organization. Thus, apart from the abortion aspect, I haven't made a final decision on the proposal."

Council continues to consider that women and health is a major issue which should be addressed by the Government. Subsequent meetings with the Minister of Health and the Chairperson resulted in a promise by the Minister to give further consideration to a Council proposal made two years ago for a task force on women and health.

CONSULTATION ON RAPE

A follow-up meeting to the first provincial Consultation on Rape was held on October 16, 1978. As a result, the Justice Secretariat published two comprehensive booklets entitled *Helping the Victims of Sexual Assault* and *Information for the Victims of Sexual Assault*. These booklets include recommended procedures for doctors, nurses and police officers, guidelines and suggestions for local liaison groups, a list of films for community groups, plus suggestions for educators and rape crisis centre workers. The booklets are available from the Provincial Secretariat for Justice, 2nd floor, Legislative Building, Toronto, Ontario, M7A 1A2

Joint Councils

During the two days of meetings of the 7th Joint Councils in Toronto, the Federal delegation led a discussion on proposed amendments to the Criminal Code concerning rape. The Quebec delegation discussed the income tax system. Ontario presented papers on a variety of topics including women and health, women in non-traditional occupations, and women in public recreation. Wide-ranging recommendations were adopted on all topics. The delegates enthusiastically supported the recommendations in the Ontario Council's recent publication *About Face: Towards a Positive Image of Women and Health*.

Additional resolutions were passed, including tabling of revisions to the Criminal Code re sexual intercourse with the mentally handicapped; withdrawal from further showing of the Storaska film on rape; amendments to the U.I.C. Act to include maternity benefits in cases of adoption; commendation of the Minister of Justice, the Hon. Ron Basford, for his amendments to the Criminal Code on rape; full employment policy by both the federal and provincial governments; discrimination within Canada Manpower services; Indian women and human rights legislation; fiscal policies to support women.

Delegates to the conference were welcomed at a reception attended by the Premier and Mrs. Davis, and were guests at an official dinner hosted by the Province of Ontario at Ontario Place. Delegates also attended a dinner at the CN Tower given by the Municipality of Metropolitan Toronto.

During the 8th Joint Councils meeting held in Regina, Saskatchewan, the Councils acted forcefully to condemn the cutbacks at the Federal level in Unemployment Insurance rates and regulations; the termination of funds for Outreach programs and the elimination of women as a special target group for employment strategies.

A new Unemployment Insurance regulation was enacted which required a 20-hour weekly minimum for unemployment insurance eligibility. As 71% of part-time workers are women, this action was clearly discriminatory on the basis of sex. Councils resolved to lay a formal complaint of discrimination with the Canadian Human Rights Commission against the Federal Minister of Employment and Immigration for allowing discriminatory legislation to be passed.

Councils also passed a resolution urging the four provinces without a Status of Women Council to appoint a Council as soon as possible.

Publications/Briefs

ANNUAL REPORTS

- * Annual Report, year ending September 1974

2nd Annual Report, October 1974 to April 1976

3rd Annual Report, April 1, 1976 to March 31, 1977

4th Annual Report, April 1, 1977 to March 31, 1978

5th Annual Report, April 1, 1978 to March 31, 1979

BOOKLETS

- * About Face:
Towards a Positive Image of Women in Textbooks
- * Volte-Face:
Vers une image positive de la femme dans les manuels scolaires
About Face:
Towards a Positive Image of Women in Advertising
About Face:
Towards a Positive Image of Women in Sport
- * About Face:
Is Anybody Out There Listening?
About Face:
Towards a Positive Image of Housewives
Volte-Face:
Vers une image nouvelle de la femme au foyer
- About Face:
Towards a Positive Image of Women and Health

BRIEFS

- The Female in Public Recreation, June 1978
- Non-Traditional Occupations, June 1978

Women with Special Needs for Monetary Security, July 1978

A Study of Employment Policies in Toronto Hotel Dining Room and Coffee Shops, August 1978

Towards Expanding Quality Child Care in Ontario: A Plan for Action, August 1978

Contract Compliance, September 1978

Proposal for Study on Productivity of Women Doctors, November 1978

"Words That Make Women Disappear" — article by Alma Graham, reprinted October 1978, with permission from Redbook Magazine, March 1977

- *Out of print
- Summary available in French

Copies of these publications and briefs are available from:
Ontario Status of Women Council,
700 Bay Street, 3rd floor,
Toronto, Ontario M5G 1Z6

Council Guests

DATE	NAME	AGENCY	TOPIC
May 1978	John Anderson	Assistant Deputy Minister, Ministry of Community & Social Services	Family Benefits and General Welfare Act
	Tom Barrett	Social Policy Advisor, Ministry of Community & Social Services	Family Benefits and General Welfare Act
	Mary Corkery	Canadian Committee on Learning Opportunities for Women	Non-Traditional Jobs
November 1978	Susan Vander Voet	Opportunities for Advancement	Women's funding
	Jane Orsini	Opportunities for Advancement	Women's funding
	Joyce Kent	Opportunities for Advancement	Women's funding
	Sharon Green	Focus on Change	Women's funding
	Barbara Hamilton	Focus on Change	Women's funding
	Maryann Langton	Times Change	Women's funding
	Mary Corkery	Canadian Committee on Learning Opportunities for Women	Women's funding
	Susan Berlin	Senior Planner, City of Toronto Planning Board	Productivity of women doctors
	Dr. Cynthia Carver	General Practitioner	Productivity of women doctors
January 1979	Grace Hartman	President, Canadian Union of Public Employees	Labour unions

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Ontario Status of Women Council

6th Annual Report

April 1, 1979 to March 31, 1980

The Ontario Status of Women Council was established by Order-in-Council in September 1973. Its mandate was expanded and revised in May 1979:

To advise the Government of Ontario, through the Provincial Secretary for Social Development, on matters pertaining to the status of women and without limiting the generality of the foregoing:

- 1) to evaluate and monitor existing legislation, policies and programs related to the needs and status of women*
- 2) to identify specific areas requiring the attention of government and to recommend legislation and program changes*
- 3) to consult with groups, hold public meetings and issue position papers outlining alternative policies on specific issues with the purpose of stimulating public discussion*
- 4) to respond to requests from the Provincial Secretary for Social Development and Ministries for advice and consultation on matters relating to women.*



The Honourable Margaret Birch
Provincial Secretary for Social Development

Dear Mrs. Birch,

I have pleasure in presenting to you the sixth Annual Report
of the Ontario Status of Women Council for the period
April 1, 1979 to March 31, 1980.

Sincerely,

A handwritten signature in cursive script, reading "Lynne Gordon". The ink is dark and the signature is fluid.



Olive Ritchie
Vice-Chairperson



Lynne Gordon
Chairperson

Council Members

*Lynne Gordon
Chairperson
Toronto

*Olive Ritchie
Vice-Chairperson
Hamilton

Muriel Beatty
Hamilton

Georgina Calder
Kenora

Marnie Clarke (ex-officio)
Director, Women's Bureau
Toronto

*Linda Silver Dranoff
Toronto

*Roberta Jamieson
Six Nations Indian Reserve

*William Kelloway
Ottawa

Marguerite Martel
North Bay

Joan Maw
Petrolia

Michael McManus
Toronto

*Beverley Salmon
Toronto

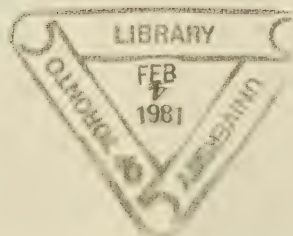
*Dr. Josephine Somerville
Toronto

Maud Turner
Perth

Susan Gibson
Executive Officer

Bridget Vianna
Administrative Officer

*Executive Committee



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Chairperson's Remarks

In thinking over the accomplishments of the Council during this past year, I am reminded that fourteen people cannot single-handedly alter the course of events for Ontario women. The changes are easier to achieve in co-operation with others.

The Ontario Status of Women Council is only one of many groups working within the public and volunteer sectors for change. The Women's Bureau in the Department of Labour, the National Action Committee, enlightened politicians and individuals form part of this mosaic.

To start the new term, Council adopted and worked on a set of goals which are outlined in detail on page 5 of this report. I am delighted to report that the Council has completed one of these primary goals which resulted in the submission of a brief to the government recommending *Employment Strategies for Women in the Eighties—A Plan for Action*.

During the next year, the Council will prepare a report based on the findings of a two-day symposium on the battered wife.

The next major area to work on in keeping with Council's goals will be to monitor the government's *Ontario Report: Today and Tomorrow* which is the province's plan of action for women at the half-way point in the 1975-1985 United Nation's Decade for Women.

During this past year, I have watched the growing phenomena of women's organizations working together to improve the lives of Ontario women.

Recently, women from all political parties joined to ensure that a private member's bill would be approved in principle, thereby setting the stage for future improvements to equal pay laws in Ontario.

Women from the National Action Committee, Canadian Federation of University Women, Windsor, Hadassah-WIZO of Toronto, Cambridge YWCA, La Federation des Femmes Canadiennes-Francaises, Canadian Advisory Council on the Status of Women, Association of Women and the Law, Provincial Chapter of the I.O.D.E., Sudbury Y.W.C.A., Planned Parenthood, National Council of Jewish Women of Canada, Toronto Conference of United Church Women, Organized Working Women, Childbirth Education Association, Zonta International, C.U.P.E., May Court Clubs of Canada, Elizabeth Fry Society, University Women's Club of North York, Ontario Committee on the Status of Women, Kingston Action Committee on the Status of Women, Ontario C.G.I.T. Committee, Women's Inter-Church Council of Canada, Y.W.C.A. Women's Development Centre, Registered Nurses'

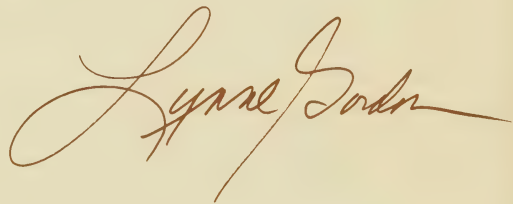
Association of Ontario, and Toronto Women's ORT, joined together to ensure that Ontario's rape crisis centres would not close.

Women have formed networks which are providing goods, services and funds to needy women in shelters for assaulted wives. Women have begun to make the important links that connect women. Women's organizations are reaching out and linking themselves to women in less fortunate circumstances.

Throughout the coming year, as I have done since I was appointed in 1976, my priority will be to reach even deeper into the community to contact non-aligned women, and to link them to our ever-growing circle.

I want to give special thanks to Olive Ritchie, Council Vice-Chairperson for her outstanding contribution to the Ontario Status of Women Council. Olive was first appointed to the Council in 1974, and was re-appointed in 1977. In 1978 she was appointed as the Vice-Chairperson, and re-appointed in 1979. Ontario women have benefitted from her wise and continuing contribution to a better society.

Council members and the Executive worked diligently throughout the year. My thanks to the hard-working staff members who are a vital part of the team.



Council Goals

The following goals were approved by the Ontario Status of Women Council for future implementation:

- Monitor the *Ontario Report: Today and Tomorrow*
- Monitor the provincial budget relating to expenditures for women
- Identify specific areas requiring the attention of government and recommend legislative and program changes and respond to initiatives by the provincial government in policy formulation and legislative stages
- Prepare employment strategy for women for the 80's, including changes in labour legislation and daycare policy
- Recommend mechanism for Ontario Government to deal with policy development on women's issues in order that the Council might have more effective input into government policy
- Communication goals:
 - A. continue to communicate with the public via Council's newsletter, publications, speaking engagements, press liaison, open Council meetings, out-of-town meetings with emphasis on expanding communications with non-aligned grass-roots women
 - B. continue to develop mutual policy positions and improve communications with the six federal and provincial advisory councils.

Activities

COUNCIL MEETINGS

Council met four times and there were five Executive Committee meetings during the year.

LIAISON WITH GOVERNMENT AND AGENCIES

As directed by its mandate, Council reported directly to the Hon. Margaret Birch, Provincial Secretary for Social Development. After each Council meeting, the Chairperson met with Mrs. Birch to discuss the Council's recommendations, which were then relayed to the appropriate Cabinet Ministers. Usually, the Chairperson then met directly with the minister involved.

To co-ordinate the flow of information related to women in the labour force, Marnie Clarke, Director of the Women's Bureau acted as an ex-officio member of the Council.

Women seeking and requiring individual assistance were referred to the appropriate government agency such as the Ontario Human Rights Commission, the Ombudsman, or in some cases, to the minister responsible.

LIAISON WITH OTHER PROVINCIAL COUNCILS

The six provincial advisory councils, New Brunswick, Nova Scotia, Ontario, Prince Edward Island, Quebec and Saskatchewan, and the Canadian Advisory Council met in September 1979 in St. Andrews, New Brunswick.

LIAISON WITH WOMEN'S ORGANIZATIONS

In addition to its increased communication with women's groups, Council's liaison with women's organizations was demonstrated when the survival of the rape crisis centres in Ontario was threatened by financial difficulties. Christine MacCallum, a provincial co-ordinator from the Toronto Rape Crisis Centre was invited to speak at a Council meeting. Council decided to send a letter requesting support for the rape crisis centres to all major women's organizations in Ontario. It elicited an extremely gratifying response from a broad cross-section of organizations. This wide base of support, undoubtedly was a contributing factor in the Ontario Government's decision to initiate a three-year funding program to ensure the centres continue to function. On behalf of the rape crisis

centres, Council and the Toronto Rape Crisis Centre co-sponsored a benefit performance of the film "A Scream From Silence" in February 1980.

OTHER ACTIVITIES

In the summer of 1979, Council began to investigate the complex area of pornography and violence against women. An analysis of recent literature about pornography and its effects revealed a disturbing trend toward violence and sado-masochism in pornographic material. The Council's survey was publicized in its newsletter and a large number of requests for the study were received.

SPEAKING ENGAGEMENTS

The Chairperson and Council members upon invitation spoke to various groups at meetings throughout the province. Thus, knowledge and support for the work of the Council has broadened across the province.

DISTRIBUTION OF PUBLICATIONS

The *About Face* series, including *Health, Sport, Advertising* and *Housewives*, and copies of Council's briefs were requested by and distributed to the following:

- individuals
- elementary and secondary schools, community colleges and universities
- teachers and students for courses and projects
- health clinics, doctors' offices
- women's organizations, other organizations
- conferences
- resource centres
- public libraries
- federal and provincial departments and libraries
- federal and provincial legislators
- women's organizations in other countries, individuals from other countries

Employment Strategies for the 1980's

The Ontario Status of Women Council reviewed current program and policies which either facilitate or inhibit change in women's participation in Ontario's labour force. The Council concluded that there is an immediate need for the Province of Ontario to develop a comprehensive employment strategy for women for the decade 1980-1990. In support of this, Council presented a brief on Employment Strategies for Women in the 1980's to the Cabinet Committee on Social Development. In it Council recommended:

1. ***Equal Pay for Work of Equal Value***
That Ontario enact and implement legislation which prohibits the establishment or maintenance of differences in wages between male and female employees employed by the same employer who are performing work of equal value as determined on the basis of skill, effort, responsibility, and working conditions required for the performance of the work.
2. ***Legislated Affirmative Action Program for Women Crown Employees***
That the Government of Ontario legislate its affirmative action program for women Crown employees to ensure equal opportunity for women in the Ontario Public Service. Past discrimination and historical imbalances in the occupational and salary status of women Crown employees must be redressed.
3. ***Contract Compliance***
That the Ontario Government and the Federal Government adopt a program of contract compliance designed to ensure that:
 - equal employment opportunity principles are followed by all government contractors and sub-contractors;
 - government contractors undertake affirmative action to ensure such equality of opportunity for women;
 - organizations, agencies and institutions receiving government grants undertake affirmative action to ensure equality of opportunity for women.
4. ***Affirmative Action for the Private Sector***
That the Ontario Government develop legislation designed to ensure equal opportunity through affirmative action in the private sector. This would require employers in the province to develop affirmative action plans that would serve to redress imbalances in the occupational and salary status of women employees.
5. ***Comprehensive Child Care Policy***
That Ontario develop a comprehensive childcare policy designed to increase the availability of accessible affordable childcare in the province. The policy should recognize that childcare is a vital family support service for anyone who needs it. Funding should not be available exclusively for publicly assisted parents. Funding of child care should be based not only on a social welfare model, but also on an educational model, which includes education as a vital component.
6. ***Women in Non-Traditional Jobs***
That Ontario develop a program to increase the participation of women in non-traditional jobs, especially the skilled trades, in the province.
7. ***Human Rights Legislation***
That the Ontario Government amend the Human Rights Legislation to include:
 - a proviso for class action;
 - a proviso for the redress of sexual harassment;
 - a proviso for the Commission to include an Affirmative Action Plan as part of a settlement.
8. ***Pensions***
That the Government of Canada introduce into the Canada Pension Plan a provision to allow women to receive credit toward their Canada Pension for time spent out of the workforce when rearing children.
9. ***Unemployment Insurance***
That the Federal Government reject the proposed concept of the two-tiered system as a basis for the assignment of benefits for the Unemployment Insurance program because it assigns benefits on the basis of the family, rather than work, and disproportionately reduces the benefits owing to women whose benefits are already lower than men's due to their lower salary level.
10. ***Immigrant Women***
See recommendations in section on Joint Task Force on Immigrant Women, page
11. ***Domestic Workers***
That all labour-related legislation be reviewed with consideration given to expansion to cover the live-in domestic worker, and that a special standard for

domestic workers be included in the Employment Standards Act.

12. *Maternity/Paternity Leave*

That the Employment Standards Act be changed in order to:

- prohibit dismissal or demotion for pregnancy for all female employees, regardless of length of service or eligibility for leave;
- provide for maternity leave after one year of service, instead of one year and eleven weeks as it is in the present legislation;
- place the onus of proof of non-violation on the employer who is alleged to have contravened the provisions of the Act;
- provide for paternity and adoption leave.

In responding to Council's brief, the government referred to commitments made in the *Ontario Report: Today and Tomorrow*. In addition, the government agreed to have another look at the Canada Pension Plan drop-out provision for women choosing to remain at home to care for children and to consider the concept of pro-rated benefits for part-time workers.

Work Incentives Program

In September 1979, the Ministry of Community and Social Services introduced the Work Incentives Program which is designed to offer positive incentives to Family Benefits recipients who want to enter the labour force. The Status of Women Council commended the government for initiating the program, recognizing that it represented an important departure from traditional welfare policy. However, Council was concerned that the program did not address the critical issue of childcare, nor did it include provisions for job counselling and job training. It is Council's belief that failure to deal with FBA recipients' needs in these important areas will mean that few will be able to profitably benefit from the Work Incentives Program.

Council also expressed concern that the program's limit on part-time earnings is a built-in

disincentive. Part-time work should be encouraged since it can prepare women for eventual full-time work, and yet permit single mothers valuable time to care for their young children.

Council urged the Ministry of Community and Social Services to include in the program, childcare provisions, counselling and re-training opportunities and incentives to part-time work, so that the majority of FBA mothers will have an opportunity to achieve self-sufficiency.

Equal Pay For Work of Equal Value

On January 15, 1980, Council presented a brief to the General Government Committee on Bill 3, An Act to Amend The Employment Standards Act. The Committee was considering a private member's bill which proposed that the Employment Standards Act be changed to include the principle of equal pay for work of equal value.

Council's brief was supported by a number of organizations and associations including the Provincial Council of Women representing local Councils of Women throughout Ontario. As an umbrella organization, the Provincial Council of Women represents the Business and Professional Women's Clubs of Ontario, the Ontario Association for Early Childhood Education, the Federation of Women Teachers' Associations of Ontario, Girl Guides of Canada (Ontario Council), La Federation des Femmes Canadienne-Francaises, Ontario Association for the Mentally Retarded, Ontario Association of Superannuated Teachers, Ontario Heart Foundation, Polish Alliance Ladies Circle, The Salvation Army (Ontario Office), Ukrainian Women's Association of Canada (Eastern Executive), United Church Women (Bay of Quinte Conference), Ontario Native Women's Association, and the Progressive Conservative Women of Ontario. It was also supported by the Ontario Liberal Women's Commission and the Ontario Nurses' Association.

The brief pointed out that over the period 1972 to 1977, the wage gap between male and female workers widened by 54.6%. Specifically, in 1972, the average wage of the full-time female worker was \$5,166 compared to \$9,455 for males. By 1977, the average wage was \$8,622 for females and \$15,255 for males. Thus, in 1977, the average female worker's wage was only 56.5% of the average male worker's wage. This situation has persisted and become worse despite enforcement of Ontario's existing legislation on equal pay for substantially the same work, enforcement of sex discrimination provisions of the Ontario Human Rights Code, and various non-legislative actions of government agencies, including voluntary affirmative action, advertising and information dissemination aimed at changing attitudes.

The brief stated that although Council believes that the above policies have been implemented vigorously and conscientiously, the limitations exist in the policies themselves and not in their implementation. Council stressed that the strength of Bill 3 was in its allowance for comparison of wage rates between jobs that do not involve "substantially similar work". The brief suggested that Bill 3 represented an important

step in the direction of ameliorating sex-based wage disparities.

In terms of the impact of equal value legislation upon the Ontario economy, Council found no evidence to substantiate the notion that Bill 3 would lead to drastic changes within the overall wage structure of Ontario, and suggested that the cost of effecting equal value could be dealt with through gradual implementation and government assistance where necessary.

The brief stressed that maintaining the competitive position of the Ontario economy was not and should not be made solely the responsibility of women.

After clause by clause examination of Bill 3, the General Government Committee agreed on certain changes. However, the bill was not brought back into the House for third reading.

Council is anxiously awaiting introduction of a government-sponsored bill which would address the growing wage gap between men and women.

Joint Task Force on Immigrant Women

The Ontario Advisory Councils on the Status of Women, Senior Citizens and Multiculturalism, worked jointly on a Task Force to investigate the problems immigrant women have adjusting to life in Canada.

The Task Force was given a mandate to carry out this project and with the approval of the three Councils, submitted the following recommendations to the Ontario Government on methods of improving services and conditions affecting immigrant women:

EMPLOYMENT

1. The Ontario Labour Relations Act be strengthened to protect the rights of immigrant women.
2. All labour-related legislation be expanded to cover the live-in domestic worker employed directly by the householder.
3. The inspection unit of the Ministry of Labour provide strict enforcement for the protection of the rights of immigrant women by ensuring compliance with employment standards legislation.
4. The Ontario Ministry of Labour expand its efforts in translating literature pertaining to employment standards legislation and human rights into numerous foreign languages in order to meet the needs of a multilingual society.
5. The Women's Bureau of the Ministry of Labour be provided with sufficient funds to co-ordinate all publications, pamphlets, brochures and leaflets of the Ministry into their outreach program in order to ensure the wide distribution of employment-related information.
6. The Employment Standards Branch of the Ministry of Labour fully alert private and government-supported community, multicultural and cross-cultural centres about the procedure provided for making complaints concerning breaches of the Ontario Employment Standards Act and make them understand that these complaints may be lodged in strict confidence.
7. The Ontario Federation of Labour encourage

its members to provide education in trade unionism for immigrant women workers in their own language.

8. The Ministry of Labour ensure the homeworkers a more strict enforcement of the Employment Standards Act, including such provisions as the minimum wage standard and vacation pay benefits.
9. The Ministry of Labour intensively study the plight of homeworkers to protect them from exploitation.
10. The Ministry of Culture and Recreation provide enough funding to community, multicultural and cross-cultural centres in order to encourage them to initiate programs involving:
 - (i) coaching on how to apply for a job;
 - (ii) job training;
 - (iii) information on other training courses available;
 - (iv) grooming hints;
 - (v) assistance in building self-confidence through informal groups, workshops, coffee hours, etc.

DAY CARE

1. Municipalities be encouraged to provide more day care centres, with subsidized rates for low-income families.
2. The Ministry of Community and Social Services take the initiative to approach appropriate municipal agencies, companies and unions in order to establish day care centres at places of work, particularly in industries employing females in large numbers. These could be subsidized and would therefore provide lower cost care to the individual who needs it.
3. The Ministry of Community and Social Services together with the Ministry of Education make available funds to local school boards so vacant classrooms can be converted and used as day care centres, in compliance with the Child Care Act.
4. Day care centres be encouraged to include English as a Second Language programs for those children who need it.

-
5. The Ministry of Community and Social Services together with the Ministry of Education and the Ministry of Culture and Recreation initiate, in co-operation with local school boards and volunteer organizations, child care programs for school age children to cover periods before school, during lunch, and after school hours.

encourage the expansion and adaptation of existing senior citizen apartment complexes (where desired) and design new ones which would include various levels of care, allowing the resident to remain in or return to the familiar complex, particularly throughout the recuperative period.

SENIOR CITIZENS

1. The Ministries of Housing, Intergovernmental Affairs, Community and Social Services and the Association of Mayors and Municipalities in Ontario set up a committee to establish guidelines for reciprocal municipal agreements allowing older immigrant people to choose homes which are oriented toward their background and in which they wish to reside.
2. The Ministry of Community and Social Services, along with the Ministry of Culture and Recreation, make courses available to the staff of nursing homes, homes for the aged or extended care institutions, for training in understanding cultural differences and points of view, and that such educational experiences be passed on to the residents.
3. The Ministry of Community and Social Services forward a request to the auxiliaries of these homes and institutions asking them to consider seriously the need to provide interpreters for those persons who are not proficient in English, and that the Ministry make training available to such interpreters to gain knowledge of medical terms.
4. Federal and/or provincial funding be made available through municipalities for distribution to appropriate agencies for interpretation and counselling services to older immigrant women.
5. An Act be created for home support services for seniors and that this Act include such areas as home visitation, translation, interpretation and escort services, which are particularly needed by immigrant women.
6. The Provincial Ministries of Housing, Health, and Community and Social Services, along with the Canada Mortgage and Housing Corporation, work together to promote and

EDUCATION

1. Community liaison workers be available in all areas where the number of immigrant children warrant it. This could be funded by the Ministry of Education, the municipal government as well as the local boards and supplemented by volunteers.
2. Information be translated into the appropriate ethnic language where communication problems exist between teachers and parents due to language, and that this information be sent home with the children ensuring that follow-up enquiries can be provided in that same language.
3. School-related family counselling be done in the language of the parent, if possible. This is to be funded by the Ministry of Community and Social Services as well as the Ministry of Education, and the local boards.

COUNSELLING

A. *Community Agencies*

1. When hiring and retaining personnel for such agencies, a high priority be given to candidates with additional language capabilities.
2. Agencies maintain lists of volunteer interpreters.
3. In-service training programs be developed for workers currently employed in the government-supported fields of health, education, employment and social services, related to the process of immigrant integration and to the diverse cultural backgrounds of residents in Ontario.
4. The appropriate government ministries provide training at no cost for workers employed by private agencies which are related to the process of immigrant

integration, in the fields of health, education, employment and social services.

5. The appropriate government ministries be held responsible for helping private agencies involved in immigrant integration to update their resource material in the fields of health, education, employment and social services.
6. The present system of annual funding for agencies be abandoned and these supportive services be granted ongoing support for an indefinite period, subject to review of the services provided and the need for future services.
7. Agencies be given funding for a specific area of service rather than partial funding for the agency as a whole.
8. Out-of-pocket expenses be paid to volunteers working for agencies serving immigrant women.

B. *Self-help Groups*

1. The vital role of the ethnic agencies serving immigrant women be fully recognized by all funding sources.
2. Ethnic agencies serving women strive to facilitate full integration of their clients into all aspects of Canadian life, so that they feel comfortable in Canadian society while maintaining their own heritage.
3. Information and encouragement be given to self-help groups to avail themselves of courses on leadership training.

COMMUNICATIONS

A. *Dissemination of Information*

1. Project Access (the new Ontario Government system that will make it easier for the public to obtain information), service the public in as many languages as possible.
2. Multilingual T.V., Ontario Educational Communications Authority, and radio stations make use of short T.V. "flashes" and radio announcements in English and as many other languages as possible.
3. Advertising be used by the Ministry of

Culture and Recreation and individual agencies to inform immigrant women of the services available to them, and who to contact.

4. Brochures, posters and leaflets be utilized in English and as many other languages as possible.
5. Ethnic communities be provided with incentives to translate government information into their own language in order to facilitate the translation process and thus the dissemination of information.
6. Corporations be approached through the Ministry of Industry and Tourism to obtain sponsorship for the preparation and/or Translation of brochures or provision of billboards, advertisements, etc.
7. The Ministry of Culture and Recreation investigate other government sources of funding for the preparation, printing and translation of brochures. Consideration should be given to the use of Wintario funds.
8. The Ministry of Industry and Tourism encourage corporations to distribute brochures to their employees, in as many languages as are available.
9. Brochures be made available in such public places as shopping plazas, supermarkets, laundromats, hospitals, clinics, public transportation vehicles and terminals, ethnic church and community halls, homes for the aged, etc.
10. The Libraries and Community Information Branch of the Ministry of Culture and Recreation actively encourage the visual display of public information in as many languages as possible in all public libraries, fulfilling their function of being a resource centre of information for the community.
11. School boards encourage schools to send home, with the students information regarding immigrant services. This was done by the Women's Bureau of the Ministry of Labour; they distributed labour legislation in various languages to the children.
12. The Ontario Ministry of Labour encourage unions to distribute available brochures on public information to their members.

B. *Language Training—English as a Second Language (E.S.L.)*

1. All E.S.L. classes provide facilities for child care while the immigrant woman is attending the class.
2. More E.S.L. classes be provided using vacant space in school buildings and utilizing teachers surplus to the regular school requirements. Classes to be free of charge.
3. Industrial operations be encouraged to provide E.S.L. classes for immigrant women workers during business hours, with the cost of teaching shared by the federal and provincial governments, and the loss of earnings made up by the employer and the union.
4. Day care centres be encouraged to include E.S.L. programs for those children who need it.
5. E.S.L. classes be adapted to the cultural patterns of immigrants e.g. family participation, where it is not acceptable for wives to attend alone.
6. The availability of E.S.L. programs be advertised in as many languages as possible aimed especially at women immigrants.

C. *Interpreters*

1. The Ministry of Culture and Recreation provide a grant to communities to facilitate the formation of an interpreter pool for the use of social, medical, legal and educational agencies and that the available languages be advertised.
2. Ethnic associations assist the sponsors in the formation of such interpreter pools, as well as the provision of translated materials in "layman's" language.
3. The Ontario Ministry of Health assume responsibility for the introduction of interpreter services in hospitals throughout the province where sufficient numbers of immigrants warrant such services. (A model is available from the Toronto General Hospital.)
4. The Ministry of Community and Social Services encourage auxiliaries of Homes for the Aged to provide interpreter services for

those senior citizens not proficient in English.

5. Agencies providing counselling services to immigrant women maintain lists of volunteer interpreters.

D. *Co-ordination, Co-operation and Funding*

1. The Ministry of Culture and Recreation assume a major role in the co-ordination of all supportive services provided to immigrant women. Consideration should be given to making funding contingent on co-operation.
2. The Ontario Provincial Government reconsider its present emphasis on seed money and ensure stability in funding for agencies that have continued to deliver a quality service.
3. Recognition and funding be provided on an ongoing basis to coalitions of agencies serving immigrant women subject to regular assessment of their effectiveness.
4. The present system of annual funding for agencies be abandoned and these supportive services be granted ongoing support for an indefinite period, subject to review of the quality of the services provided and the need for future services.
5. Agencies be given funding for a specific area of service rather than partial funding for the agency as a whole.
6. The vital role of the ethnic agencies serving immigrant women be fully recognized by all funding sources.
7. Corporations be approached through the Ministry of Industry and Tourism to obtain sponsorship for the preparation and/or translation of additional brochures or provision of billboard advertisements, etc.
8. The Ministry of Culture and Recreation investigate other government sources of funding for the preparation, printing and translation of brochures. Consideration should be given to the use of Wintario funds.
9. Federal and/or Provincial funding be made available through municipalities for interpretation and counselling services to older immigrant women.

During the course of the investigation, it was

apparent to the Task Force that many of the problems relating to immigrant women were under federal jurisdiction. The following recommendations were made to the federal government regarding policy affecting immigrant women:

1. The Federal Government revise its policy on intensive language training programs to include women who have immigrated as "assisted relatives", or "family class".
2. The requirements of the Immigrant Settlement and Adaptation Program be revised to enable agencies to receive funding for immigrant aid to immigrants regardless of length of residence in Canada, with a view to integrating their clients into Canadian society.
3. The Unemployment Insurance Act be amended to provide that women are not deprived of benefits while attending language classes, provided that they accept a suitable job if one comes available.
4. Each potential immigrant woman be provided with printed information in her own language at the place of application for immigrant

status, information to include current immigration and deportation regulations and procedures, assistance available in Canada, working conditions for immigrant women, etc.

5. The C.R.T.C. include in their public service requirements to licensed bodies recommendations that brief announcements and/or flashes be provided in the various languages regarding services available to immigrant women.
6. The Canada Mortgage and Housing Corporation, in consultation with the Ontario Ministry of Housing and private individuals who have been in charge of such non-profit apartment projects, work together to simplify the process and apply such information and guidance as may be necessary.
7. An effective manual be prepared for charitable organizations which clearly outlines all possible steps that must be taken to complete the building of such an apartment, with careful consideration of the timing and sequence of each step.

Joint Councils

At a meeting of the federal and provincial Councils on the Status of Women in St. Andrew's, New Brunswick, on September 6 & 7, 1979, the following resolutions were adopted:

Resolution 1

Whereas, the persistently high unemployment rate throughout Canada signifies the continued need for a comprehensive unemployment insurance program for all workers — particularly for women who experience a higher unemployment rate than men and have more difficulty securing new employment;

Whereas, the U.I. Program was designed as a social insurance program to provide temporary income replacement to encourage workers to find “more stable and rewarding employment” (from 1977 objective of U.I.)

Whereas, both societal attitudes and government policies (income tax) reinforce the definition of men as heads of families rather than supporting a choice between husband and wife in claiming dependents

The Advisory Councils at the Provincial, Territories, and Federal levels urge the government to:

1. reject the concept of the 2-tiered system as a basis for the assignment of benefits for the U.I. Program because it assigns benefits on the basis of the family rather than work and disproportionately reduces the benefits owing to women whose benefits are already lower than men's due to their lower salary level; (95% of female claimants reported no dependents — 1977 U.I. Comprehension Review),
2. reinforce the concept of U.I. Program as a social insurance program rather than an income support program,
3. seek more comprehensive and more responsible methods to reduce the costs of the U.I. Program that do not penalize women — such as the integration of the U.I. Program with a stronger employment strategy for women to create more jobs and *reduce unemployment*; the increase of maximum insurable income and premium to *increase the revenue* for the U.I. Program.

Resolution 2

Whereas, women who fish with their husbands are

not eligible for U.I. (their catch being counted and sold as part of the husband's catch); and

Whereas, this discriminates against these wives denying them the protection afforded to any other persons who fish the same boat; and

Whereas, their work is not recognized or rewarded as having the same value as that of other crew members (or as her own work up until the day she marries); and

Whereas, the federal government is currently undertaking a review of unemployment insurance and the Hon. Ron Atkey, Minister of Employment and Immigration, stated that one goal of this review will be to eliminate inequities;

Be it resolved that, the joint Advisory Councils on the Status of Women meeting in St. Andrew's, New Brunswick on September 6 & 7, 1979, urge the federal government to change the U.I. regulations so that wives who fish with their husbands are entitled to the same Unemployment Insurance as any other person who fishes with him.

Resolution 3

If the federal, provincial and territorial governments are committed to the fact that women are a permanent part of the Canadian work force and that they deserve opportunities equal to those available to men, then day care must be accepted as a high priority,

And whereas, the federal and most provincial governments have failed to accept full responsibility for providing comprehensive day care programs,

Therefore, be it resolved, that:

the Canadian, Provincial and Territorial Advisory Councils request that the provision of day care for all working women be a high priority in any government employment strategy.

Resolution 4

Whereas, violence against women is one of the most pervasive and destructive forces within our society, and

Whereas, women victims of violence have few if any support services available to assist them in rebuilding their lives as contributing members of society, and in minimizing the risk of their being exposed to further violence, and

Whereas, the Canada Assistance Plan is designed specifically to share costs with the provinces for the maintenance of individuals of risk and in need of support, therefore

Be it resolved, that the National Department of Health and Welfare and the provinces establish the provision of support services to rape victims, battered women and women victims of other forms of violence, as a funding priority of Canada Assistance Plan, or any other cost sharing scheme developed for the provision of social services.

Resolution 5

In consideration of the increasing violence manifested towards women in our society, we think that it is crucial that all possible efforts be made to protect and defend the victims of this violence, but also to eradicate its causes.

We therefore ask the Canadian Advisory Council on the Status of Women to make certain that the study on women and violence now being conducted by the Federal Department of Justice look at violence in pornography not only as part of violence against women but as a possible cause of the increasing sexual violence against women.

Resolution 6

Whereas ideally wife maintenance should be considered a temporary means of gaining financial self-sufficiency;

Whereas it is very difficult and sometimes financially impossible to re-train and pay day care on periodic payments which allow only more sustenance;

Whereas enforcement of periodic maintenance orders is very inefficient almost everywhere in Canada;

Whereas most women dislike having to depend on periodic maintenance payments, regularly made or not;

Whereas the present Taxation Law is a disincentive as it pertains to the ordering of lump sum maintenance payment;

Be it resolved that the Canadian Advisory Council on the Status of Women be asked to consider a review of the Taxation Law as it deals with lump sum maintenance payments and made recommendations to the government for changes that would create a better incentive for the ordering by the court of such payments.

Council Guests

DATE	NAME	AGENCY	TOPIC
Sept. 14	Hon. W.G. Davis	Premier of Ontario	Welcome to new members
	Alan Backley	Deputy Provincial Secretary for Social Development	Welcome to new members
Nov. 16	Jackie Rankin	Family Benefits Work Group	Work Incentives Program for FBA recipients
	Monique Burchell	Family Benefits Work Group	Work Incentives Program for FBA recipients
	Eileen Samuel	Family Benefits Work Group	Work Incentives Program for FBA recipients
	Linda Smith	Co-ordinator of Project 90 for the Region of Peel	Work Incentives Program for FBA recipients
	John Stapleton	Economist, Strategic Policy Secretariat, Ministry of Community & Social Services	Work Incentives Program for FBA recipients
Jan. 10	Christine MacCallum	Provincial Co-ordinator Toronto Rape Crisis Centre	Funding of rape crisis centres
	Jack Longman	Chairman, Advisory Council on the Physically Handicapped	Information on Council

Single copies of documents referred to in this
report are available from:
Ontario Status of Women Council
700 Bay Street, 3rd floor,
Toronto, Ontario M5G 1Z6
1-416-965-1111

On peut se procurer des exemplaires des
documents mentionnés dans le présent rapport
en s'adressant au:
Conseil ontarien du statut de la femme
700, rue Bay, 3^e étage
Toronto (Ontario) M5G 1Z6
1-416-965-1111

Invités du Conseil

DATE	NOM	AGENCES	SUJET
14 septembre	M. W.G. Davis	Premier ministre de l'Ontario	Bienvenue aux nouveaux membres
	Alan Backley	Sous-secrétaire de la province aux Affaires sociales	Bienvenue aux nouveaux membres
16 novembre	Jackie Rankin	Groupe de Travail sur les prestations familiales	Programme d'encouragement au travail pour les bénéficiaires des prestations familiales
	Monique Burchell	Groupe de Travail sur les prestations familiales	Programme d'encouragement au travail pour les bénéficiaires des prestations familiales
	Eileen Samuel	Groupe de Travail sur les prestations familiales	Programme d'encouragement au travail pour les bénéficiaires des prestations familiales
	Linda Smith	Coordinatrice du Projet 90 pour la région de Peel	Programme d'encouragement au travail pour les bénéficiaires des prestations familiales
	John Stapleton	Economiste, Secrétariat des politiques de coordination et de planification, ministère des Services sociaux et communautaires	Programme d'encouragement au travail pour les bénéficiaires des prestations familiales
10 janvier	Christine MacCallum	Coordinatrice provinciale, Centre d'aide aux victimes de viol de Toronto	Financement des centres d'aide aux victimes de viol
	Jack Longman	Président, Conseil consultatif sur les handicapés physiques	Information sur le conseil

travaillent soit une grande priorité dans toute stratégie gouvernementale d'emploi.

Résolution 4

ATTENDU que la violence exercée sur la femme est une des forces les plus envahissantes et les plus destructives de notre société;

ATTENDU que les services de soutien pour aider les victimes de violence à refaire leur vie et éviter qu'elles soient à nouveau victimes de violence sont à peu près inexistantes dans les communautés;

ET ATTENDU que le Régime d'assistance du Canada est conçu tout particulièrement dans le but de partager avec les provinces les coûts des services aux personnes en danger et ayant besoin de soutien;

IL EST RÉSOLU que le ministère de la Santé et du Bien-être national et les provinces donnent la priorité au financement des services d'aide aux victimes de viol, aux femmes battues et aux femmes victimes d'autres formes de violence, dans le cadre du Régime d'assistance du Canada ou de tout autre programme à frais partagés conçu en vue de la mise sur pied de services d'ordre social.

Résolution 5

Les manifestations de violence envers les femmes allant chaque jour s'accroissant, nous croyons urgent de déployer tous les moyens possibles, non seulement pour protéger et défendre les victimes de cette violence, mais aussi pour chercher à extirper les causes de cette violence.

Nous demandons donc au Conseil consultatif canadien sur la situation de la femme de s'assurer auprès du ministère fédéral de la Justice, que l'étude en cours sur la violence faite aux femmes se préoccupe de la pornographie violente comme faisant partie non seulement du phénomène de violence mais aussi comme une cause possible de la violence sexuelle croissante vis-à-vis des femmes.

Résolution 6

ATTENDU que, idéalement, les pensions de soutien d'un conjoint devraient être un moyen temporaire en vue d'atteindre l'indépendance financière;

ATTENDU qu'il est très difficile et parfois impossible de suivre des cours de recyclage et de payer la garde de jour au moyen d'une maigre pension de subsistance;

ATTENDU que l'application des ordonnances de paiements de soutien périodiques est très inefficace presque partout au Canada;

ATTENDU que la majorité des femmes n'aiment pas dépendre de paiements périodiques, qu'ils soient réguliers ou non;

ATTENDU que la loi actuelle sur la taxation constitue une mesure dissuasive en ce qui a trait à l'ordonnance de paiements de soutien à l'ordinaire;

QU'IL SOIT RÉSOLU qu'on demande que le Conseil canadien de la situation de la femme considère une révision de la loi de taxation et recommande au gouvernement des changements susceptibles d'encourager l'ordonnance par la cour de tels paiements.

Lors d'une réunion des conseils fédéraux et provinciaux sur le statut de la femme à St. Andrew's au Nouveau-Brunswick, les 6 et 7 septembre 1979, certaines résolutions ont été adoptées:

Résolution 1

ATTENDU que le taux de chômage élevé à travers

Résolution 2

programme d'assurance-chômage dans une stratégie d'emploi plus forte afin de créer plus d'emplois et de réduire le chômage; l'augmentation du revenu maximale assurable et des primes pour augmenter les revenus du programme d'assurance-chômage.

le Canada indique le besoin d'un programme complet d'assurance-chômage pour tous les travailleurs — surtout pour les femmes qui subissent un taux de chômage plus élevé que les hommes et qui ont plus de difficulté à obtenir de nouveaux emplois;

ATTENDU que le programme d'assurance-chômage a été conçu comme un programme d'assurance sociale pour fournir un revenu temporaire afin d'encourager les travailleurs à se trouver un emploi plus stable et plus rémunérateur (selon les objectifs de l'assurance-chômage de 1977);

ATTENDU que les attitudes sociales et les politiques gouvernementales (tel l'impôt sur le revenu) renforcent la définition des hommes comme chefs de familles au lieu d'appuyer le choix entre l'homme et la femme pour fin de déclaration de dépendants;

ET ATTENDU que le respect du principe de salaire égal pour travail équivalent (autant dans la main-d'oeuvre qu'à la maison et dans la communauté) doit faire partie intégrale de toute stratégie de promotion des chances égales pour les femmes; Les Conseils consultatifs fédéral, provinciaux et des territoires demandent au gouvernement:

1. de rejeter le concept du système de bénéfices à deux volets pour l'allocation des prestations d'assurance-chômage plutôt que ce système se base sur la famille plutôt que sur le travail et réduirait les bénéfices payés à certaines femmes qui reçoivent déjà moins que les hommes à cause de leur échelle de salaire inférieure (95% des femmes prestataires ne rapportaient aucun dépendant selon la Revue de l'assurance-chômage de 1977),

2. d'appuyer le concept d'assurance-chômage comme un programme de maintien du revenu et non comme un programme d'assurance-sociale;

3. de chercher des méthodes pour réduire le coût du programme d'assurance-chômage qui soient plus complètes et plus responsables et qui ne pénalisent pas les femmes; par exemple l'intégration du

IL EST RÉSOLU que les conseils consultatifs sur la condition de la femme, en réunion conjointe à St-Andrew's, au Nouveau-Brunswick, les 6 et 7 septembre 1979, incitent le gouvernement fédéral à modifier les règlements de l'assurance-chômage afin de permettre aux femmes qui font la pêche avec leur mari d'être admissibles aux mêmes prestations d'assurance-chômage que toute autre personne qui pêche avec lui.

Résolution 3

Si les gouvernements fédéral, provinciaux et des territoires reconnaissent vraiment que les femmes font désormais partie intégrante de la population active du pays et qu'elles ont droit à des chances égales à celles qui sont offertes aux hommes, la garde de jour doit être acceptée à un haut niveau de priorité,

ATTENDU que le gouvernement fédéral, et la plupart des gouvernements provinciaux n'ont pas encore accepté la pleine responsabilité de fournir les services complets de garderies, QU'IL SOIT DONC RÉSOLU que les conseils canadiens, provinciaux et des territoires demandent que la mise sur pied d'un service de garde de jour accessible à toutes les femmes qui

5. Que les subventions versées aux organismes s'appliquent à des services précis plutôt qu'à l'ensemble des activités du groupe.
6. Que toutes les sources de financement reconnaissent pleinement le rôle essentiel que jouent auprès des immigrants les groupes d'entraide ethniques.
7. Que le ministère de l'Industrie et du Tourisme effectue des démarches auprès des sociétés et les incite à commander la préparation et/ou la traduction de nouvelles brochures, l'élaboration de panneaux réclame, de messages publicitaires, etc.
8. Que le ministère des Affaires culturelles et des Loisirs fasse enquête afin de déterminer quelles autres agences et institutions gouvernementales seraient prêtes à financer la préparation, la publication et la traduction de documents. Peut-être les fonds de Winario seraient-ils disponibles pour un tel investissement?
9. Que des fonds en provenance des gouvernements fédéral et/ou provincial soient mis à la disposition des municipalités afin que celles-ci puissent offrir des services d'interprétation et d'orientation aux immigrants âgées.
10. Au cours de l'enquête, il a paru évident au groupe d'étude que bon nombre des problèmes qui se posent aux immigrants relèvent du gouvernement fédéral. Les recommandations suivantes ont donc été faites au gouvernement fédéral en ce qui a trait à la politique touchant les immigrants:
 1. Que le gouvernement fédéral change sa politique touchant les programmes intensifs de formation linguistique de façon à y inclure les femmes ayant immigré à titre de "parent aide" ou de "famille".
 2. Que les exigences du programme d'aide à l'établissement et à l'adaptation des immigrants soient révisées de façon à permettre aux organismes d'obtenir suffisamment de fonds pour venir en aide à tous les immigrants; sans tenir compte de leur date d'arrivée au pays, ce qui contribuerait à faciliter leur intégration à la société canadienne.
 3. Qu'un amendement soit apporté à la Loi sur l'assurance-chômage, de façon à ce que les femmes ne soient pas privées de leurs prestations pendant les cours de langue, à condition qu'elles soient prêtes à accepter un emploi convenable si un tel emploi se présente.
4. Que chaque future immigrante reçoive des documents dans sa langue à l'endroit où elle aura fait les démarches pour obtenir son statut d'immigrante, documents qui contiendront des renseignements sur les règlements et procédures actuels en matière d'immigration et de déportation, l'aide dont elle pourra bénéficier au Canada, les conditions de travail des immigrants, etc.
5. Que le CRTC ajoute aux exigences en matière de services au public imposées aux détenteurs de licences une disposition selon laquelle ils devront diffuser de brefs messages et/ou bulletins éclair au sujet des services offerts aux immigrants.
6. Que la Société centrale d'hypothèque et de logement, de concert avec le ministère du Logement de l'Ontario et avec des personnes qui ont déjà eu la responsabilité de tels projets, travaillent à la simplification du processus et fournissent, en temps opportun, aide et renseignements à ceux qui en font la demande.
7. Qu'un manuel efficace soit rédigé à l'intention des organismes de bienfaisance, manuel qui mette l'accent sur toutes les étapes à suivre pour la construction de tels immeubles, en précisant exactement à quel moment et dans quel ordre chaque étape doit être exécutée.

11. Que les conseils scolaires incitent les écoles à donner aux élèves des brochures sur les services d'immigration qu'ils pourraient apporter à la maison. Cette méthode a déjà été adoptée par le Bureau de la main-d'oeuvre féminine du ministère du Travail; les enfants avaient reçu des documents traitant de la législation en matière d'emploi, traduits en plusieurs langues.

12. Que le ministère du Travail de l'Ontario incite les syndicats à distribuer des brochures d'information à leurs membres.

B. Formation linguistique — anglais ou français langue seconde

1. Que tous les cours d'anglais ou de français langue seconde offerts aux immigrants soient assortis d'un service de garde pendant les heures de classe.

2. Que davantage de cours d'anglais ou de français langue seconde soient offerts, gratuitement, et que l'on utilise pour ce faire les salles de classes inoccupées et les professeurs en surnombre dans certaines écoles.

3. Que les industries soient incitées à offrir des cours d'anglais ou de français langue seconde aux travailleuses immigrantes pendant les heures de travail. Ces cours pourraient être défrayés conjointement par les gouvernements fédéral et provincial et le manque à gagner encouru pourrait être épongé par l'employeur et le syndicat.

4. Que les garderies offrent des cours d'anglais ou de français langue seconde aux enfants qui en manifestent le besoin.

5. Que les cours d'anglais ou de français langue seconde soient adaptés aux particularités culturelles des immigrants; par exemple, que l'on tolère la participation de la famille entière lorsqu'il n'est pas acceptable que la femme y participe seule.

6. Que la publicité sur les cours d'anglais ou de français langue seconde soit faite dans le plus grand nombre de langues possible et qu'elle soit axée tout particulièrement sur les immigrants.

C. Interprètes

1. Que le ministère des Affaires culturelles et

des Loisirs verse une subvention aux municipalités afin de leur permettre de constituer une "banque" d'interprètes dont les services pourraient être offerts aux organismes sociaux, médicaux, juridiques et éducatifs, et que le public soit informé des langues offertes.

2. Que les associations ethniques collaborent à la mise sur pied de ces banques d'interprètes et à la traduction de documents techniques en termes facilement compréhensibles pour le profane.

3. Que le ministère de la Santé de l'Ontario prenne la responsabilité d'installer un service d'interprétation dans les hôpitaux où la clientèle d'immigrants le justifie. (Le Toronto General Hospital dispose d'un modèle à suivre dans ce domaine.)

4. Que le ministère des Services sociaux et communautaires incite les foyers d'accueil pour personnes âgées à offrir un service d'interprétation aux immigrants âgés qui s'expriment difficilement en anglais.

5. Que les organismes d'orientation des immigrants établissent une liste d'interprètes bénévoles.

D. Coordination, collaboration et financement

1. Que le ministère des Affaires culturelles et des Loisirs joue le rôle de coordonnateur de tous les services d'aide aux immigrants. La collaboration pourrait même constituer une condition essentielle du financement de ces organismes.

2. Que le gouvernement ontarien révise sa politique actuelle en matière de financement des organismes et garantisse un financement stable aux organismes qui ont la réputation d'offrir des services de qualité.

3. Que les regroupements d'organismes oeuvrant auprès des immigrants soient reconnus et obtiennent un financement sur une base permanente, qu'il se soumettre à une évaluation périodique de leur efficacité.

4. Qu'on abandonne le système de subvention annuelle actuellement en vigueur pour les organismes pertinents et qu'on le remplace par un système de financement continu pour une période indéterminée, financé par un sera réévalué périodiquement à la lumière des services offerts et des nouveaux besoins à combler.

gouvernement de l'Ontario offre des services au public dans le plus grand nombre de langues possible.

2. Que la télévision multilingue, l'Office de la télécommunication éducative de l'Ontario et les stations de radio diffusent de brefs messages publicitaires en anglais et dans le plus grand nombre de langues possible.

3. Que le ministère des Affaires culturelles et des Loisirs et les organismes concernés utilisent la publicité pour informer les immigrants des services qu'ils leur offrent et de la procédure à suivre pour en bénéficier.

4. Que des brochures, dépliants et prospectus soient publiés en anglais et dans le plus grand nombre de langues possible.

5. Que les communautés ethniques soient incitées à traduire dans leurs langues respectives les documents publiés par le gouvernement, ce qui faciliterait le processus de traduction et favoriserait la diffusion de l'information.

6. Que le ministère de l'Industrie et du Tourisme effectue des démarches auprès des sociétés et les incite à commander la préparation et/ou la traduction de nouvelles brochures, l'élaboration de panneaux-réclame, de messages publicitaires.

7. Que le ministère des Affaires culturelles et des Loisirs fasse enquête afin de déterminer quelles autres agences et institutions gouvernementales seraient prêtes à financer la préparation, la publication et la traduction de documents. Peut-être les fonds de Winstaro seraient-ils disponibles pour ce genre d'investissement?

8. Que le ministère de l'Industrie et du Tourisme incite les sociétés à distribuer ces brochures à leurs employés, et ce, dans le plus grand nombre de langues possible.

9. Que les brochures soient distribuées dans les centres d'achat, les supermarchés, les bibliothèques, les hôpitaux, les cliniques, les autobus, trains, tramways et métros, les gares, les églises, les centres communautaires, les foyers d'accueil, etc.

10. Que la Direction des bibliothèques et de l'information communautaire du ministère des Affaires culturelles et des Loisirs encourage les bibliothèques publiques à utiliser un système d'affiches dans le plus grand nombre de langues possible pour

travaillant dans les domaines de la santé, de l'éducation, de l'emploi et des services sociaux afin de le sensibiliser aux différents aspects de l'intégration sociale des immigrants et aux particularités culturelles des différentes ethnies représentées en Ontario.

4. Que les ministères concernés offrent des cours de formation gratuits aux employés de firmes privées travaillant dans le domaine de l'immigration, que ce soit au niveau des services de santé, de l'éducation, de l'emploi ou des services sociaux.

5. Que les ministères concernés se chargent d'aider les organismes privés qui s'occupent de l'intégration des immigrants afin de veiller à ce que leur documentation en matière de santé, d'éducation, d'emploi et de services sociaux soit à jour.

6. Qu'on abandonne le système de subvention annuelle actuellement en vigueur pour les organismes concernés et qu'on le remplace par un système de financement continu pour une période indéterminée, financement qui sera réévalué périodiquement à la lumière des services offerts et des nouveaux besoins à combler.

7. Que les subventions versées aux organismes s'appliquent à des services précis plutôt qu'à l'ensemble des activités du groupe.

8. Que les dépenses courantes des bénévoles soient défrayées par les organismes qui travaillent auprès des immigrants.

B. Groupes d'entraide

1. Que toutes les sources de financement reconnaissent pleinement le rôle essentiel que jouent auprès des immigrants les groupes d'entraide ethniques.

2. Que les groupes ethniques qui travaillent auprès des immigrants s'efforcent de promouvoir la pleine intégration de celles-ci dans tous les secteurs de la vie canadienne, de façon à ce qu'elles se sentent à l'aise au sein de la société canadienne tout en préservant leur patrimoine culturel propre.

3. Que les groupes d'entraide reçoivent aide et information au sujet des cours de formation en leadership dont ils pourraient se prévaloir.

COMMUNICATIONS

A. Diffusion de l'information

1. Que le projet d'accès à l'information du

4. Que les garderies soient encouragées à offrir des programmes d'anglais ou de français langue seconde pour les enfants qui en manifestent le besoin.
5. Que le ministère des Services sociaux et communautaires, le ministère de l'Éducation et le ministère des Affaires culturelles et des Loisirs, de concert avec les conseils scolaires et les organismes bénévoles, mettent sur pied un service de garderie pour les enfants d'âge scolaire, service qui serait offert avant le début de l'école, pendant le déjeuner, et après l'école.
1. Qu'un comité soit mis sur pied par le ministère du Logement, le ministère des Affaires gouvernementales, le ministère des Services sociaux et communautaires et l'Association des maires et municipalités afin d'établir les lignes directrices d'ententes réciproques entre les municipalités permettant aux immigrants âgés de choisir le foyer d'accueil qui corresponde le mieux à leurs antécédents culturels.
2. Que le ministère des Services sociaux et communautaires, de concert avec le ministère des Affaires culturelles et des Loisirs offrent une formation spécialisée au personnel des maisons de santé, des foyers d'accueil et des cliniques de soins prolongés de façon à ce qu'il comprenne mieux les différents patrimoines culturels des patients, qui bénéficieraient automatiquement de cet acquis.
3. Que le ministère des Services sociaux et communautaires soumette une requête aux institutions concernées leur demandant d'envisager sérieusement la possibilité de fournir un service d'interprétation aux personnes qui ont de la difficulté à s'exprimer en anglais ou en français et que le ministère offre à ces interprètes une formation leur permettant d'acquiescer une terminologie médicale suffisante.
4. Que des fonds en provenance des gouvernements fédéral et/ou provincial soient mis à la disposition des municipalités, qui, à leur tour, en assureraient la répartition parmi des agences qui offrent des services d'interprétation et d'orientation aux immigrants âgés.
5. Qu'une loi soit promulguée dans le domaine

ORIENTATION

A. Organismes communautaires

1. Que lors du choix et de l'embauche de leur personnel, ces groupes accordent la priorité aux candidats qui peuvent s'exprimer dans plusieurs langues.
2. Que ces organismes établissent des listes d'interprètes bénévoles.
3. Que des programmes internes de formation soient élaborés à l'intention du personnel
3. Qu'un service d'orientation des familles en matière d'éducation soit offert dans la langue des parents, si possible. Le ministère de l'Éducation, le ministère des Services sociaux et communautaires et les conseils scolaires pourraient en assumer les frais.
2. Que toute information pertinente soit traduite dans la langue des parents lorsqu'il y a problème de communication entre ceux-ci et le professeur pour des raisons de langue et que les enfants soient chargés de dire à leurs parents que toutes les démarches subséquentes pourront être effectuées dans leur langue maternelle.
3. Que des agents de liaison oeuvrent dans la collectivité là où le nombre d'enfants immigrants le justifie. Ces postes pourraient être financés par le ministère de l'Éducation, les autorités municipales et les conseils scolaires et l'on pourrait également faire appel à des bénévoles.
1. Que des agents de liaison oeuvrent dans la collectivité là où le nombre d'enfants immigrants le justifie. Ces postes pourraient être financés par le ministère de l'Éducation, les autorités municipales et les conseils scolaires et l'on pourrait également faire appel à des bénévoles.

EDUCATION

6. Que les ministères provinciaux du Logement, de la Santé, des Services sociaux et communautaires et la Société centrale d'hypothèque et de logement unissent leurs efforts afin de promouvoir et d'encourager l'expansion et l'adaptation des logements existants pour personnes âgées déjà existants (lorsque cela s'avère nécessaire) et qu'ils en constituent de nouveaux ou divers types de soins soient disponibles, ce qui permettrait aux occupants de rester sur place en cas de maladie ou d'y revenir pendant leur convalescence.

PERSONNES ÂGÉES

Groupe de travail mixte sur les immigrantes

Les conseils consultatifs ontariens sur le statut de la femme, le multiculturalisme et les personnes âgées ont formé ensemble un groupe de travail afin d'étudier les problèmes que l'adaptation à la vie canadienne pose aux immigrantes.

Le mandat du groupe de travail était de mener à bonne fin ce projet et, avec l'approbation des trois conseils, de faire certaines recommandations au gouvernement de l'Ontario quant à la façon d'améliorer les services offerts aux immigrantes et les conditions dans lesquelles elles vivent:

EMPLOI

1. Que la loi sur les relations de travail de l'Ontario soit élargie de façon à protéger les droits des immigrantes.
2. Que toutes les lois relatives à l'emploi soient élargies de façon à inclure les aides domestiques vivant chez leur employeur et embauchées directement par celui-ci.
3. Que le service d'inspection du ministère du Travail veille à l'application rigoureuse des lois touchant les normes d'emploi de façon à protéger les droits des immigrantes.
4. Que le ministère du Travail de l'Ontario accroisse ses efforts dans le domaine de la traduction des documents sur les normes de travail et les droits de la personne, de sorte que ces documents soient publiés dans de nombreuses langues étrangères pour répondre aux besoins d'une société multilingue.
5. Que le Bureau de la main-d'œuvre féminine du ministère du Travail dispose de suffisamment de fonds pour que toutes les publications du ministère (brochures, dépliant ou prospectus) contenant des renseignements sur l'emploi soient intégrées aux programmes d'information du public de façon à leur assurer la diffusion la plus large possible.
6. Que la Direction des normes d'emploi du ministère du Travail informe pleinement les organismes communautaires, multiculturels et interculturels privés et publics de la procédure de formation des plaintes ou griefs en cas de manquements à la Loi sur les normes d'emploi de l'Ontario et leur fasse comprendre que ces plaintes peuvent rester strictement confidentielles.
7. Que la Fédération ontarienne du travail incite ses membres à fournir aux immigrantes des

GARDERIES

1. Que les municipalités soient encouragées à fournir davantage de garderies, et que des tarifs subventionnés soient offerts aux familles économiquement faibles.
2. Que le ministère des Services sociaux et communautaires prenne sur lui de communiquer avec les organismes municipaux, les sociétés et les syndicats concernés de façon à voir s'il est possible d'offrir un service de garderie au travail, surtout lorsqu'il s'agit d'industries embauchant un fort pourcentage de femmes. Ces garderies pourraient être subventionnées, ce qui en réduirait le coût pour celles qui en ont vraiment besoin.
3. Que le ministère des Services sociaux et communautaires, de concert avec le ministère de l'Éducation offre des fonds aux conseils scolaires locaux de façon à ce que des salles de classe non occupées soient converties en garderies, conformément à la Loi sur le bien-être de l'enfance.

8. Que le ministère du Travail veille à protéger les travailleuses à domicile par une application plus rigoureuse des dispositions de la Loi sur les normes d'emploi et notamment des dispositions régissant le salaire minimum et les congés payés.
9. Que le ministère du Travail étudie sérieusement le cas des travailleuses à domicile afin de les protéger contre l'exploitation.
10. Que le ministère des Affaires culturelles et des Loisirs accorde aux organismes communautaires, multiculturels et interculturels les fonds nécessaires pour les inciter à offrir des programmes traitant des sujets suivants:
 - (i) les méthodes à suivre lors d'une demande d'emploi
 - (iii) la formation professionnelle
 - (iiii) des renseignements sur les cours de formation offerts au public
 - (iv) l'art et la manière de bien se présenter
 - (v) la façon d'acquérir une plus grande confiance en soi (par le biais d'ateliers de discussion, de groupes d'échange, de rencontres à l'heure du café, etc.)

A travail égal, salaire égal

des mesures d'encouragement au travail à temps partiel pour que la majorité des mères bénéficiaient de prestations familiales aient la possibilité de devenir autonomes.

Le Conseil a insisté auprès du ministère des Services sociaux et communautaires pour qu'il ajoute au programme des dispositions touchant la garde des enfants, l'orientation et le recyclage, et

changer les attitudes. Le mémoire indiquait que, bien que le Conseil croie que les politiques mentionnées ci-haut aient été appliquées rigoureusement et consciencieusement, on se heurte à des limitations au niveau des politiques elles-mêmes et non de leur application. Le Conseil a insisté sur le fait que la valeur du projet de loi 3 réside dans le fait qu'il fait place aux comparaisons des rémunérations d'emplois qui ne supposent pas "essentiellement le même travail". Le mémoire a fait remarquer que le projet de loi 3 représentait une étape importante vers l'amélioration des disparités salariales basées sur le sexe.

En étudiant l'incidence sur l'économie ontarienne des mesures législatives relatives à la parité des salaires, le Conseil n'a rien découvert qui puisse justifier l'idée que le projet de loi 3 entraînerait des changements radicaux dans la structure salariale de l'Ontario. Il a suggéré que l'on pouvait absorber le coût que représente la mise en application de la parité des salaires en prenant des mesures graduées et en se prévalant au besoin d'une aide gouvernementale.

Le Conseil a souligné dans son mémoire que le maintien de la position concurrentielle de l'économie ontarienne n'était pas et ne devait pas être uniquement la responsabilité des femmes. Après avoir examiné une à une les dispositions du projet de loi 3, le Comité de l'administration générale a accepté que certaines modifications soient apportées. Toutefois, ce projet de loi n'a pas encore fait l'objet d'une troisième lecture.

Le Conseil attend avec impatience la proposition d'un projet de loi par le gouvernement, qui viserait à combler l'écart toujours croissant entre les salaires des hommes et des femmes.

Le 15 janvier 1980, le Conseil a présenté un mémoire au comité de l'administration générale sur le projet de loi 3, une loi pour amender la loi sur les normes d'emploi. Le Comité étudiait un projet de loi d'initiative parlementaire qui proposait des modifications à la loi sur les normes d'emploi afin d'y rajouter le principe d'égalité de rémunération pour un travail de valeur égale.

Le mémoire du Conseil a été appuyé par un grand nombre d'organisations et d'associations y compris le conseil provincial des femmes qui représente les conseils locaux des femmes de toute la province. Organisme de regroupement, le conseil provincial des femmes représente les associations suivantes: Business and Professional Women's Clubs of Ontario, Ontario Association for Early Childhood Education, Fédération of Women Teachers' Associations of Ontario, Guides du Canada (Conseil de l'Ontario), Fédération des femmes canadiennes-françaises, association de l'Ontario pour les déficients mentaux, Ontario Association of Superannuated Teachers, Ontario Heart Foundation, Polish Alliance Ladies Circle, Salvation Army (bureau de l'Ontario), Ukrainian Women's Association of Canada (bureau de l'Est), United Church Women (Bay of Quinte Conference), Progressive Conservative Women of Ontario, Ontario Liberal Women's Commission et Ontario Nurses' Association.

Le mémoire faisait remarquer qu'au cours de 1972 à 1977, l'écart des salaires entre les travailleurs hommes et femmes a augmenté de 54,6%. Tout particulièrement, en 1972, le salaire moyen d'une femme travaillant à plein temps était de \$5 166 comparé à \$9 455 pour un homme. En 1977, le salaire moyen des femmes était de \$8 622 et celui des hommes de \$15 255, c'est-à-dire que le salaire féminin correspondait à 56,5% du salaire moyen masculin. Cette situation a persisté et a empiré malgré la mise en application des lois existantes en Ontario sur la parité des salaires pour un emploi semblable, l'exécution des dispositions du code des droits de la personne de l'Ontario sur la discrimination sexuelle, et plusieurs mesures

En septembre 1979, le ministre des Services sociaux et communautaires a lancé le programme d'encouragement au travail qui est destiné à soutenir les bénéficiaires de prestations familiales qui veulent entrer dans la population active. Le Conseil du statut de la femme a approuvé cette initiative gouvernementale, reconnaissant qu'elle représentait un progrès important par rapport à la politique d'assistance sociale traditionnelle. Cependant, le Conseil s'est préoccupé du fait que le programme n'ait pas abordé le problème critique de la garde des enfants et n'ait pas prévu de dispositions touchant l'orientation et la formation professionnelles. Le Conseil estime que, du fait

que rien n'est prévu pour répondre aux besoins des bénéficiaires de prestations familiales dans ces domaines importants, peu de gens pourront tirer avantage du programme d'encouragement au travail. Le Conseil a aussi fait remarquer que les limites imposées par le programme sur le salaire gagné à temps partiel est en soi un obstacle au bon fonctionnement du programme. On devrait encourager le travail à temps partiel puisqu'il peut préparer les femmes à un éventuel travail à plein temps tout en accordant aux mères chefs de famille le temps nécessaire pour s'occuper de leurs jeunes enfants.

Programme d'encouragement au travail

11. *Employées de maison*
Que toutes les lois relatives à l'emploi soient révisées de façon à accroître la protection
10. *Immigrantes*
Voir les recommandations dans la section sur le *Groupe de travail mixte sur les immigrantes* page 10.
9. *Assurance-chômage*
Que le gouvernement fédéral rejette la proposition du système des deux tiers comme base d'attribution de prestations d'assurance-chômage parce que cela revient à accorder les prestations sur la base de la famille plutôt que sur celle du travail et réduit de façon disproportionnée les prestations revenant aux femmes qui sont déjà inférieures à celles des hommes du fait que leur niveau de salaire est moins élevé.
8. *Pensions*
Que le gouvernement du Canada ajoute aux lois régissant le Régime de pensions du Canada une clause qui permettrait aux femmes qui se retirent temporairement du marché du travail pour s'occuper de leurs enfants de faire reconnaître cette période aux fins de pension.
- une disposition aux termes de laquelle la Commission inclurait dans tout règlement de cas un programme d'action positive.
- une disposition relative aux poursuites collectives;
- une disposition pour lutter contre le harcèlement sexuel;

12. *Congé de maternité ou de paternité*
Que l'on modifie la loi sur les normes d'emploi en vue de:
- interdire le renvoi ou la rétrogradation d'une employée pour cause de grossesse, quels que soient son ancienneté et son droit à un congé de maternité;
- prévoir l'accord d'un congé de maternité après un an de service, au lieu d'un an et onze semaines comme prévu dans la législation actuelle;
- donner à l'employeur qui est présumé avoir contrevenu aux dispositions de la loi la responsabilité de la preuve de non-violation;
- prévoir un congé de paternité et d'adoption.
- En réponse au mémoire du Conseil, le gouvernement s'est référé aux engagements pris dans le *Rapport du gouvernement de l'Ontario sur l'évolution de la condition féminine*. De plus, le gouvernement a accepté de reconsidérer la disposition du Régime de pensions du Canada selon laquelle les femmes qui choisissent de rester chez elles pour élever leurs enfants perdent leur admissibilité au régime et d'étudier l'idée selon laquelle des avantages proportionnels pourraient être accordés aux travailleurs à temps partiel.

Stratégies d'emploi pour les années 1980

- ministères provinciaux et fédéraux
- membres des parlements fédéraux et provinciaux
- organisations féminines et particuliers d'autres pays

Le Conseil ontarien du statut de la femme a passé en revue les programmes et les politiques en vigueur qui ou bien facilitent ou bien empêchent les changements dans le domaine de l'intégration des femmes à la population active de l'Ontario. Le Conseil a conclu qu'il était nécessaire et urgent que le gouvernement de l'Ontario mette au point une stratégie d'ensemble touchant l'emploi des femmes au cours de la décennie 1980-1990. Le Conseil a donc présenté un mémoire sur les stratégies d'emploi pour les femmes au cours des années 1980 au comité du Cabinet sur les Affaires sociales. Le conseil recommande:

1. L'égalité de rémunération pour un travail de valeur égale

Que l'Ontario promulgue et mette en application des lois qui défendent que l'on établisse ou maintienne des différences entre les salaires des hommes ou des femmes engagés tous deux par le même employeur et accomplissant pratiquement le même travail, qu'il s'agisse du niveau de compétence ou de l'effort requis, de la responsabilité engagée et des conditions dans lesquels il s'effectue.

2. Programme légal d'action positive pour les employées de la couronne

Que le gouvernement de l'Ontario promulgue des lois à l'appui de son programme d'action positive pour les employées de la couronne pour assurer l'égalité des chances aux employées de la fonction publique. Les discriminations et les disparités au niveau des salaires et des emplois dont étaient victimes dans le passé les employées de la couronne doivent disparaître.

3. Contrat

- Que le gouvernement de l'Ontario et du Canada élaborent ensemble un programme touchant les contrats suivant lequel:
 - les principes d'égalité des chances devant l'emploi soient respectés par tous les organismes publics qui offrent des contrats et des sous-contrats;

- 4. Action positive dans le secteur privé*

Que le gouvernement de l'Ontario élabore des lois destinées à assurer l'égalité des chances par le biais du programme d'action positive dans le secteur privé. Ceci obligerait tous les employeurs de la province à appliquer les principes d'action positive et permettrait ainsi de rectifier les disparités qui existent au niveau des salaires et des emplois des femmes.

5. Politique globale sur la garde des enfants

Que l'Ontario élabore une politique globale sur la garde des enfants destinée à rendre les garderies plus accessibles et plus abordables. Il s'agit de reconnaître que la garde est un service essentiel de soutien à la famille pour tous ceux qui en ont besoin. Le financement ne devrait pas être limité aux parents qui bénéficient de l'assistance publique. En fait, le financement de la garde des enfants ne devrait pas être uniquement une affaire d'assistance sociale mais comprendre un élément d'éducation non moins important.

6. Les femmes qui occupent des emplois non traditionnels

Que l'Ontario élabore un programme destiné à augmenter la participation des femmes aux emplois non traditionnels dans la province, particulièrement comme ouvrières spécialisées.

7. Lois sur les droits de la personne

Que le gouvernement de l'Ontario amende les lois sur les droits de la personne pour y inclure:

 - les contractants gouvernementaux respectent les principes d'action positive qui assurent aux femmes l'égalité des chances;
 - les organisations, agences et institutions qui reçoivent des subventions gouvernementales respectent les principes d'action positive qui assurent aux femmes l'égalité des chances;

RÉUNIONS DU CONSEIL

Le Conseil s'est réuni quatre fois au cours de l'année et le Conseil administratif cinq fois.

LIAISON AVEC LE GOUVERNEMENT ET LES ORGANISMES

Aux termes de son mandat, le Conseil relève directement de Mme Margaret Birch, secrétaire de la province aux Affaires sociales. Après chaque réunion, la présidente rencontre Mme Birch pour discuter des recommandations du Conseil, qui sont par la suite communiquées aux ministres du cabinet appropriés. Habituellement, la présidente s'est alors entretenue directement avec le ministre concerné.

Pour coordonner le courant d'informations relatives aux femmes de la population active, Marlene Clarke, directrice du Bureau de la main-d'œuvre féminine a agi comme membre de droit du Conseil. Les femmes qui avaient besoin d'aide personnelle ont été mises en rapport avec l'organisme gouvernemental approprié, soit avec la Commission ontarienne des droits de la personne, soit avec l'Ombudsman ou dans certains cas avec le ministre responsable.

LIAISON AVEC LES AUTRES CONSEILS PROVINCIAUX

Les six conseils consultatifs provinciaux, au Nouveau-Brunswick, en Nouvelle-Écosse, en Ontario, dans l'Île-du-Prince-Édouard, au Québec et en Saskatchewan, ainsi que le Conseil consultatif canadien se sont rencontrés en septembre 1979 à St. Andrews au Nouveau-Brunswick.

LIAISON AVEC LES ORGANISATIONS FÉMININES

L'Ontario a présenté une motion demandant que les garderies soient considérées comme une priorité dans toute stratégie d'emploi gouvernementale. La motion a été adoptée.

Non seulement les rapports se sont accrus avec les associations féminines mais la coopération entre les organisations féminines et le Conseil a été démontrée lorsque la survie des centres d'aide aux victimes de viol de l'Ontario a été menacée par des difficultés financières. Christine MacCallum, coordinatrice provinciale du Toronto Rape Crisis Centre (centre d'aide aux victimes de viol de Toronto), a été invitée à prendre la parole à une réunion du Conseil. Le Conseil a décidé d'envoyer une lettre demandant aux principales

ALLOUCTIONS

La présidente et les membres du Conseil ont été invités à parler à plusieurs associations lors de réunions qui ont eu lieu dans toute la province. C'est ainsi que beaucoup de gens dans tout l'Ontario ont pu connaître et donner leur appui au travail du Conseil.

DISTRIBUTION DE PUBLICATIONS

La série de rapports intitulée *About Face* (Volte-face) qui traitent de sujets tels que les femmes et le sport, l'image de la femme au foyer, la femme et la santé et la femme et la publicité ainsi que des exemples des mémoires du Conseil, ont été distribués, à leur demande, aux

Au cours de l'été 1979, le Conseil a commencé à explorer le domaine assez complexe de la pornographie et de la violence faite aux femmes. Une analyse des publications courantes sur la pornographie et ses effets a révélé une inquiétante tendance à la violence et au sadomasochisme. Les résultats de l'enquête du Conseil ont été publiés dans son bulletin et ont donné lieu à un grand nombre de demandes de la part de gens intéressés par cette étude.

AUTRES ACTIVITÉS

organisations féminines de l'Ontario de donner leur appui aux centres d'aide aux victimes de viol. Cette requête a été accueillie favorablement par un grand nombre d'organisations diverses. Cet appui considérable a sans aucun doute largement contribué à la décision du gouvernement de l'Ontario d'instaurer un programme d'aide financière étalé sur trois ans pour permettre aux centres de continuer à fonctionner. Le Conseil et le Toronto Rape Crisis Centre ont organisé, au profit des centres d'aide aux victimes de viol, une représentation du film "Mourir à tue-tête", en février 1980.

- particuliers
- écoles élémentaires et secondaires, collèges communautaires et universités
- professeurs et étudiants pour leurs cours et projets
- dispensaires, cliniques médicales, cabinets de médecins
- organisations féminines et autres congrès
- centres de documentation
- bibliothèques publiques

Les objectifs suivants que nous proposons de mettre en oeuvre ont été approuvés par le Conseil ontarien du statut de la femme:

- S'assurer que le *Rapport du gouvernement de l'Ontario sur l'évolution de la condition féminine* soit suivi d'effet.
- Suivre de près le budget provincial concernant les dépenses prévues pour les femmes.
- Déterminer les domaines particuliers qui nécessitent l'attention du gouvernement, recommander des modifications aux lois et programmes existants et réagir aux initiatives du gouvernement provincial en matière de politiques et de législation.
- Préparer une stratégie d'emploi pour les femmes dans les années 80 qui comprenne des modifications de la législation sur le travail et la politique en matière de garderies.
- Recommander au gouvernement un système qui permette d'élaborer des politiques sur tout ce qui touche les femmes de telle manière que le Conseil puisse participer d'avantage aux politiques gouvernementales.
- Objectifs en matière de communications:
 - A. continuer à communiquer avec le public par l'entremise des bulletins et des publications du Conseil, des allocations de ses membres, des rapports avec la presse, des réunions publiques du Conseil, des rencontres en dehors des villes avec des femmes non engagées.
 - B. continuer à définir des positions communes en matière de politiques et améliorer les communications avec les six conseils consultatifs provinciaux et fédéraux.

Rapport de la présidente

femme, Association of Women and the Law, chapitre provincial du I.O.D.E., YWCA de Sudbury, Association Planned Parenthood, National Council of Jewish Women of Canada, Toronto Conference of United Church Women, Organization of Working Women, Childbirth Education Association, Zonta International, club Windsor, C.U.P.E., May Court Clubs of Canada, Elizabeth Fry Society, University Women's Club of North York, Comité ontarien du statut de la femme, Kingstons Action Committee on the Status of Women, Ontario C.G.I.T. Committee, Conseil oecuménique des chrétiennes du Canada, YWCA Women's Development Centre, Registered Nurses' Association of Ontario et Toronto Women's ORT.

Les femmes ont formé des réseaux personnels qui fournissent des biens, des services et de l'argent aux épouses victimes de mauvais traitements qui sont réfugiées dans des centres d'accueil et ont besoin d'aide. Les femmes commencent à s'unir. Les organisations de femmes se regroupent et cherchent à atteindre toutes les femmes afin de les intéresser aux problèmes des femmes qui vivent dans des conditions moins heureuses.

Tout au long de l'année à venir, comme je l'ai toujours fait depuis ma nomination en 1976, j'aurai pour objectif premier de pénétrer encore plus profondément dans la collectivité afin de contacter le plus grand nombre de femmes non engagées et de les intégrer à notre groupe toujours croissant.

Je veux remercier tout particulièrement Olive Ritchie, vice-présidente du Conseil, pour sa remarquable contribution au Conseil ontarien du statut de la femme. Olive a été nommée pour la deuxième fois au Conseil en 1974, et pour la deuxième fois en 1977. Elle a été désignée comme vice-présidente en 1978 et de nouveau en 1979. Les femmes de l'Ontario ont bénéficié de sa longue et judicieuse contribution à l'amélioration de la société. Elle manquera sûrement à ses amis. Les membres du Conseil et les administrateurs ont travaillé avec assiduité tout au long de l'année. Mes remerciements aux membres du personnel qui ont si généreusement participé au travail de l'équipe.

En réfléchissant aux réalisations du Conseil au cours de l'année passée, je me suis rappelé que quatorze personnes ne peuvent pas modifier toutes seules le cours des événements en ce qui concerne les femmes de l'Ontario. Il ne peut guère y avoir de changements valables sans collaboration avec autrui.

Le Conseil ontarien du statut de la femme n'est qu'un des nombreux groupes qui travaillent dans le secteur public et au sein d'organismes bénévoles afin d'apporter des changements. Le Bureau de la main-d'œuvre féminine du ministère du Travail, le comité d'action au niveau national, les politiciens et les citoyens éclairés font tous partie de cette mosaïque.

Pour amorcer son nouveau mandat, le Conseil a adopté une série d'objectifs à réaliser qui sont expliqués au détail à la page 5 de ce rapport. J'ai le grand plaisir d'annoncer que le Conseil a atteint un de ces objectifs fondamentaux, ce qui a eu pour résultat la soumission d'un mémoire au gouvernement recommandant que soient adoptées des stratégies d'emploi pour les femmes dans les années 80 (le mémoire est intitulé en anglais *Employment Strategies for Women in the Eighties — A Plan for Action*).

Au cours de l'année qui vient, le Conseil préparera un rapport basé sur les conclusions d'un symposium de deux jours sur les femmes victimes de mauvais traitements.

En accord avec les objectifs du Conseil, l'étape suivante sera de s'assurer que le *Rapport du gouvernement de l'Ontario sur l'évolution de la condition féminine* soit appliqué. Ce rapport est un plan d'action de la province à l'intention des femmes qui se situe à mi-chemin de la décennie (1975-1985), consacrée aux femmes par les Nations Unies.

Au cours de l'année passée, j'ai observé la croissance des organisations féminines qui travaillent ensemble pour améliorer la vie de la femme en Ontario.

Récemment, des femmes de tous les partis se sont regroupées pour travailler à ce qu'un projet de loi d'initiative parlementaire soit accepté en principe, ce qui permettra plus tard d'apporter des améliorations aux lois sur la parité des salaires en Ontario.

Les femmes des organisations suivantes se sont réunies pour lutter contre la fermeture des centres d'aide aux victimes de viol: organisation Hadassah-WIZO, YWCA de Cambridge, Fédération des femmes canadiennes-françaises, Conseil consultatif canadien du statut de la

Lyne Jordan

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Membres du Conseil

* Lynne Gordon
Présidente
Toronto

Marguerite Martel
North Bay

Joan Maw
Petroli

Michael McManus
Toronto

* Beverley Salmon
Toronto

* Josephine Somerville
Toronto

Maud Turner
Perth

* Olive Ritchie
Vice-présidente
Hamilton

Muriel Beatty
Hamilton

Georgina Calder
Kenora

Marnie Clarke (membre de droit)
Directrice du Bureau de la
main-d'oeuvre féminine
Toronto

* Linda Silver Dranoft
Toronto

* Roberta Jamieson
Réserve indienne des six nations

* William Kelloway
Ottawa

Susan Gibson
Administratrice
* Comité exécutif

Bridget Vianna
Agent d'administration



Olive Ritchie
Vice-présidente



Lynne Gordon
Présidente

Lynne Gordon

haute considération.

Veillez agréer, Madame la ministre, l'assurance de ma très

1^{er} avril 1979 au 31 mars 1980.

Conseil ontarien du statut de la femme pour la période du

J'ai le plaisir de vous présenter le sixième rapport annuel du

Madame la ministre,



Mme Margaret Birch
Secrétaire de la province
aux Affaires sociales

Le Conseil ontarien du statut de la femme a été
constitué en septembre 1973 par un décret du
conseil des ministres. Son mandat a été élargi et
révisé en mai 1979:

Conseiller le gouvernement de l'Ontario, par le
biais du Secrétaire de la province aux Affaires
sociales, sur toute question relative au statut
de la femme, notamment:

- 1) évaluer les lois, politiques et programmes
existants touchant les besoins et la
situation des femmes;

- 2) indiquer les domaines particuliers qui
nécessitent l'attention du gouvernement
et recommander des modifications aux
lois et programmes existants;

- 3) organiser des consultations, tenir des
réunions et publier des énoncés de
principes sur des questions précises en
vue de favoriser la discussion publique;

- 4) répondre aux demandes d'information du
Secrétaire de la province aux Affaires
sociales et des divers ministères sur toute
question touchant les femmes.

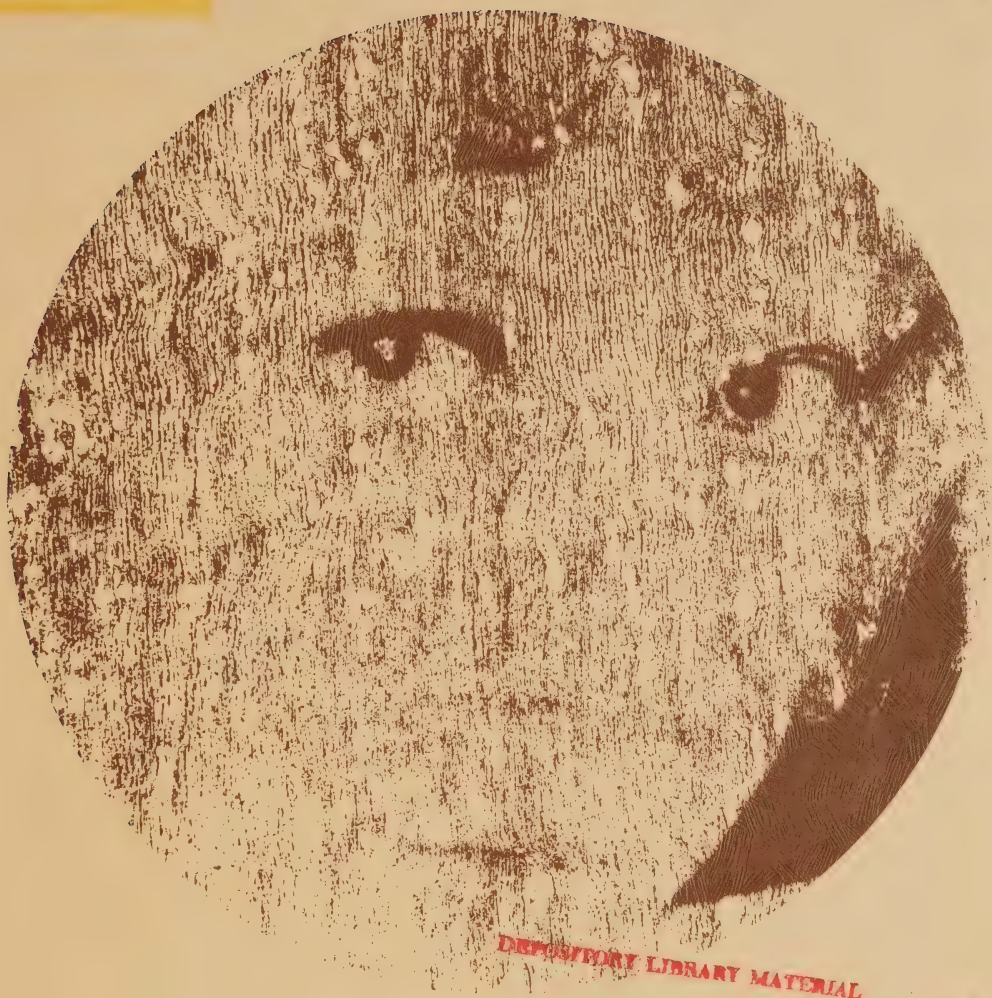
Conseil ontarien du statut de la femme

Sixième rapport annuel
1^{er} avril 1979 au 31 mars 1980



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Ontario Status of Women Council

7th Annual Report

April 1, 1980 to March 31, 1981



The Honourable Margaret Birch
Provincial Secretary for Social Development

Dear Mrs. Birch,

I have pleasure in presenting to you the seventh Annual Report
of the Ontario Status of Women Council for the period
April 1, 1980 to March 31, 1981.

Sincerely,

A handwritten signature in cursive script, reading "Lynne Gordon".



Linda Silver Dranoff
Vice-Chairperson



Lynne Gordon
Chairperson

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Mandate

"To advise the Government of Ontario, through the Provincial Secretary for Social Development, on matters pertaining to the status of women and without limiting the generality of the foregoing:

- a) to evaluate and monitor existing legislation, policies and programs related to the needs and status of women;
- b) to identify specific areas requiring the attention of government and to recommend legislation and program changes;
- c) to consult with groups, hold public meetings and issue position papers outlining alternative policies on specific issues with the purpose of stimulating public discussion;
- d) to respond to requests from the Provincial Secretary for Social Development and Ministries for advice and consultation on matters relating to women."

Council members, who are part-time appointees, are appointed by Order-in-Council for varying terms, from one to three years. Council staff consists of three employees — an executive officer, an administrative assistant and a secretary. In the fiscal year 1980/81, Council's budget was \$145,300.

* * * * *

Council Members

*Lynne Gordon
Chairperson
Toronto
(re-apptd. June '79-June '82)

*Olive Ritchie
Vice-Chairperson
Hamilton
(re-apptd. Nov. '78-June '80)

Muriel Beatty
Hamilton
(re-apptd. June '80-June '81)

Georgina Calder
Kenora
(term June '79-June '81)

Kathleen Howland
Dunrobin
(term June '80-June '83)

*Roberta Jamieson
Six Nations Indian Reserve
(term June '79-June '81)

*William Kelloway
Ottawa
(term June '79-June '82)

Marguerite Martel
North Bay
(term Aug. '79-June '82)

Joan Maw
Petrolia
(term June '79-June '81)

Michael McManus
Toronto
(term June '79-June '80)

Susan Gibson
Executive Officer

Bridget Vianna
Administrative Assistant

*Executive Committee

*Linda Silver Dranoff
Vice-Chairperson (apptd. Oct. '80)
Toronto
(term June '79-June '82)

William Rich
Toronto
(term June '79-June '83)

Eleanor Ryan
Ottawa
(term June '80-June '82)

*Beverley Salmon
Toronto
(re-apptd. June '79-June '80)

*Dr. Josephine Somerville
Toronto
(term June '79-June '81)

*Kathleen Teye
Burlington
(term June '80-June '83)

Maud Turner
Perth
(term June '79-June '82)
(resigned May '80)

Marnie Clarke (ex-officio)
Director, Women's Bureau,
Toronto
(resigned Sept. '80)

Alison Roberts (ex-officio)
Acting Director, Women's Bureau
Toronto
(apptd. Sept. '80)

Chairperson's Remarks

From the outset of my appointment to the Ontario Status of Women Council in 1976, I have made every effort possible to ensure that women at the grass roots level were involved in the activities and recommendations of the Ontario Status of Women Council.

Given that there are approximately three million women in Ontario between the ages of fifteen and sixty-five, the task could be described as impossible if it were not for the fact that we can reach out to many women in Ontario through the organizations to which they belong.

This year, the first consultation on women's issues, which was attended by the presidents of fifty women's organizations in Ontario, was an important step in furthering Council's goal to reach out to all women at the grass roots level.

Through the presidents of women's organizations, the Council shared with Ontario women our recommendations about the need for an employment strategy for women in the 1980's.

Representatives including teachers, counsellors, welfare mothers, volunteer workers, native women, rape crisis workers, women's rights lawyers, immigrants, religious groups, daycare workers and service clubs, met to learn more about each other's work, identify areas of mutual concern and agreement, and devise strategies for action.

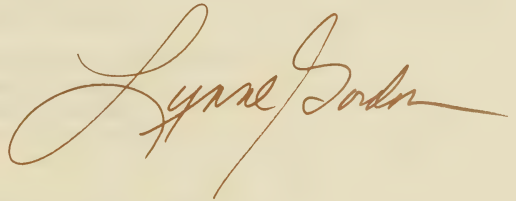
I was heartened by the comments of Donna Phillips, President of the 3,000 member Ontario Native Women's Association, who stated at the conclusion of the conference: "I used to think the Status of Women people were elitist, but now I see they are really grass roots like the rest of us." The women at the consultation agreed to cross economic, social and political lines to work for the benefit of all Ontario women.

Next year, a more extensive consultation is planned on the issue of "Women and Aging".

Building on the success of the first consultation, the Council will consult with women's organizations during the formation of the recommendations prior to submission of the brief to the Government. In this way, women living in Desoronto or Thunder Bay can have access through their local organizations to the policy making process of the Ontario Government.

I am totally committed to this process of communication, consultation and education through outreach to women from every area of the Province.

It is only through these joint efforts that the status of women in Ontario will continue to improve.

A handwritten signature in dark ink, reading "Lynne Jordan". The signature is fluid and cursive, with the first name "Lynne" written in a larger, more prominent script than the last name "Jordan".

Council Goals — Follow-up

Some of the goals previously approved by Council were implemented:

Goal: *Identify specific areas requiring the attention of government and recommend legislative and program changes.*

Action: Council submitted briefs to the Ontario Government on the following subjects:

- Battered Wives
- Secondary Education Review Project
- Widow's Rights to Family Property

A brief outlining a strategy for social and economic security for older women is in progress.

Council identified the need to review decisions made under the Family Law Reform Act on a regular basis.

Goal: *Prepare an employment strategy for women in the '80s, including changes in labour legislation and daycare policy.*

Action: Council submitted a brief and background paper on employment strategies for women in the '80s, to the Ontario Government.

Goal: *Expand communications with non-aligned women.*

Action: Council hired a student through the Experience program to expand contact through our newsletter and other publications. Council's mailing list now contains some 7,000 individuals and organizations. Approximately 3,000 copies of Council's publications were mailed out upon request.

Activities

COUNCIL MEETINGS

Council met four times. Two of these meetings were devoted to specific areas of concern, such as battered wives and employment strategies for women. In addition, the Executive Committee met five times.

LIAISON WITH GOVERNMENT

In continued fulfilment of its mandate, Council reported to the Hon. Margaret Birch, Provincial Secretary for Social Development. This was facilitated by the Chairperson meeting with Mrs. Birch after each Council meeting to discuss Council's recommendations.

LIAISON WITH WOMEN'S ORGANIZATIONS

Council continued to expand its liaison with a broad cross-section of women's organizations. A provincial consultation on women's issues was held during the year, which was attended by approximately 50 women's organizations. In accordance with the wishes of these groups, Council contacts them immediately on any issue that requires action.

OTHER ACTIVITIES

Council prepared a guide to the 1981 Ontario election in which various issues relevant to women were set out with suggested questions to be asked of the candidates. 15,000 copies were mailed out upon request to women across the Province.

Council was also represented at the meeting of the Ad Hoc Committee on the Constitution held in Ottawa on February 13 and 14, 1981. Council supported the resolution made at that meeting which favoured the entrenchment of human rights in the Charter of Rights.

SPEAKING ENGAGEMENTS

In response to ever-increasing requests, the Chairperson and Council members spoke to various groups at meetings across the Province.

DISTRIBUTION OF PUBLICATIONS AND RESOURCE MATERIALS

Requests for Council's publications increased due to further visibility of Council through its newsletter, speaking engagements and meetings. Increased use has also been made of Council's resource library by students and other members of the public doing research on women's issues.

Consultation '80

The Ontario Status of Women Council hosted the first provincial Consultation on Women's Issues in Toronto on September 8 and 9, 1980. Fifty widely diverse groups were represented, which included teachers, native women, rape crisis workers, women's rights lawyers, immigrants, religious groups, day care workers and service clubs.

The Council presented its brief on employment strategies, which had previously been submitted to the Ontario Government, and the issues were discussed by the group. The delegates received the report enthusiastically and agreed to take the recommendations back to their executives for ratification.

Council's views on widow's rights were also presented and discussed, and it was suggested that the law be amended to give widows in Ontario the same property rights as separated and divorced women. Delegates were asked to take a position on the reform of the law and to make their views known to the Attorney-General.

The following resolutions were passed at the meeting:

PROPOSED TRANSFER OF FAMILY LAW TO THE PROVINCES

That the following telegram be sent to the Prime Minister and all the Premiers at their conference on the Constitution in Ottawa:

"The persons assembled for the Provincial Consultation on Women's Issues express concern that the proposed transfer of family law from federal to provincial jurisdiction may cause inequities to women. We urge the First Ministers to place the interests of women, including native women, before other socio-political considerations, and that no action be taken to finalize this proposed transfer without full consultation with the women of Canada. We are further concerned that any new Constitution should guarantee women's rights and urge immediate consultation with women's groups on the issue of entrenchment."

"WOMEN AND THE CONSTITUTION" CONFERENCE

That the following telegram be sent to the Canadian Advisory Council on the Status of Women:

"The persons assembled for the Provincial Consultation on Women's Issues on September 8 and 9, 1980, in Toronto, regret the postponement of the "Women and the Constitution" conference and call upon the Canadian Advisory Council to re-schedule this conference at the earliest possible opportunity."

JOINT ACTION

That the delegates to the First Provincial Consultation on Women's Issues resolve to take immediate action to urge their member organizations to take a position on the proposed transfer of family law from the federal to the provincial jurisdiction; the need for a unified family court and the entrenchment of women's rights in the Constitution and to forward their views to the provincial and federal governments at the earliest possible opportunity.

Employment Strategies Brief — Government Response

During the last fiscal year, Council reviewed the Ontario Government's programs and policies which either facilitate or inhibit change in women's participation in the labour force. This review led to a series of recommendations which were then submitted to the Government in a brief entitled, *Employment Strategies for Women in the 1980's*.

In summary, the Council recommended:

1. Adoption of the principle of equal pay for work of equal value.
2. Legislated affirmative action and contract compliance.
3. Adoption of a comprehensive childcare policy.
4. Strategies to train women to enter non-traditional jobs.
5. Amended Human Rights Code to include class action, remedy for sexual harassment and power to order affirmative action plans.
6. Pension reform to include support for CPP drop-out provision, pro-rated benefits for part-time workers, discontinued use of actuarial tables, portable pensions and liberalization of the years of service requirements.
7. Changes to the Unemployment Insurance Act relating to marital status and minimum insurability.
8. Strategy for immigrant women.
9. Protection for domestic workers.
10. Provisions for maternity leave, prohibiting dismissal or demotion, providing for leave after shorter length of service, changing the burden of proof for non-violation to the employer, and providing for paternity and adoption leave.

Since the Council forwarded these recommendations to the Government in May 1980, the Government has initiated the following:

Regarding Pensions, CPP Drop-Out and Part-Time Workers

In the Government's formal response to the Council (September 2, 1980), the Government promised to have another look at the CPP drop-out provision and the concept of pro-rated benefits for part-time workers. The Civil Service Commission is presently developing a permanent part-time work program.

Regarding an Employment Strategy for Women

In a further Government response regarding the need for an employment strategy for women, the Honourable Robert Elgie, Minister of Labour, announced in the Legislature on November 13, 1980 that

"The Ontario Manpower Commission, in co-operation with the Ontario region of the Canada Employment and Immigration Commission, is working towards the completion of a women's employment strategy report. I expect to receive that report and to present it to my colleagues within the next month or two. Judging from the work of the Commission in its other undertakings, I have no doubt that the report will be a thorough and comprehensive analysis and evaluation of a broad range of topics, including methods to ease access for women into non-traditional jobs, such as skilled trades."

Council wishes to reiterate its position that an employment strategy for women must include equal pay for work of equal value, legislated affirmative action and contract compliance in order to be viable.

Regarding a Comprehensive Childcare Policy

On December 18, 1980, the Honourable Keith C. Norton, Minister of Community and Social Services, announced ten new day-care initiatives:

- \$3.75 million to provide for 1,500 subsidized spaces in licensed or supervised day nursery programs;
- \$2.4 million to help municipalities deal with inequities in funding subsidized spaces in private day care centres;
- \$450,000 to increase services for infants in supervised private home day care programs;
- \$430,000 to expand day nursery services for handicapped children;
- \$1.3 million to encourage the start-up of new non-profit day care programs by parent-boards or employee-employer boards;
- \$900,000 to establish a series of pilot projects designed to enhance quality of informal day care arrangements;

- \$850,000 for a public education program to increase awareness of parents of the important questions to be considered in child-rearing and child care arrangements;
- \$50,000 to test two family group day care projects, a concept that has proven successful in other jurisdictions;
- \$300,000 adjustment in levels of subsidization as the administration of day care subsidies is streamlined;
- Development of service plans for day care in the two largest municipalities, Metro Toronto and Ottawa-Carleton.

The Council considers these initiatives to be an important step toward a comprehensive childcare policy.

Regarding Domestic Workers

As of January 1, 1981, a new regulation, under The Employment Standards Act, was issued which expands protection for domestic employees who work more than 24 hours per week. It does not apply to baby sitters or companions. The regulation governs wages, room and board, time off, annual vacations and public holidays.

Regarding Human Rights

In April, 1981, the Government introduced Bill 7, An Act to Revise and Extend Protection of Human Rights in Ontario. The draft bill included protection from sexual harassment and would confer power on the Commission to order an affirmative action plan. The draft bill includes the ability to group similar complaints from the same source but does not include the wider powers of class action.

RESPONSE FROM WOMEN'S ORGANIZATIONS

These organizations, representing thousands of persons, have endorsed the Council's Employment Strategies brief:

- Equal Pay Coalition
- YWCA of Metro Toronto (with three reservations)
- Ontario Nurses' Association
- Federation of Women Teachers' Association of ~~the~~ Ontario

The Council continues to urge the Government to act on the outstanding major policy issues which comprise an employment strategy for women.

Widow's Rights to Family Property

In September 1980, Council presented a brief to the Ontario Government on widow's rights to family property. The brief was prepared by Council member and lawyer, Linda Silver Dranoff.

The brief outlined the inequities of the Family Law Reform Act as it applied to widowed persons. It stated that the Act only applied upon marriage breakdown and if a party had applied while both parties were still living. However, it did not protect a woman who remained in a marriage with a husband who was not prepared to share with his wife the fruits of their labours during their married life together.

The brief stated that although the companion Succession Law Reform Act was supposed to protect widows, by stepping in where the Family Law Reform Act left off, it did not provide the same benefits as did the Family Law Reform Act. The brief showed that there was an enormous gap between the two statutes in their protection of women's property rights and in the recognition of women's rights to *ownership* of property because of their contribution to the marriage.

In conjunction with the brief, Council passed a resolution:

"That the Family Law Reform Act's system of division of property should be available to widows and widowers so that assets are shared equally on the death of a spouse."

In summary, the brief stated that although the Family Law Reform Act, 1978, entitles both spouses to an equal share of the family assets, this entitlement should not be limited to divorced and separated persons, but should also extend to persons whose marriages are dissolved by death.

Council proposed two alternative solutions to the current situation faced by widowed persons under the Family Law Reform Act:

a) *Provide Family Law Reform Act Part I Protection for Widows*

The Government could add to the Succession Law Reform Act the right of a widowed person to claim on the death of a spouse a share of property ownership by virtue of direct and indirect contributions to the marriage, carrying into the Succession Law Reform Act the same rights for widows that exists for divorcees and separated persons under the Family Law Reform Act Part I.

b) *Apply Intestacy Rules*

The Government could add to the Succession Law Reform Act assurances for the widowed person to receive the same minimum entitlement that would be available had the deceased failed to leave a valid will. Currently, this means that where a person dies without a valid will and is survived by a spouse but no children, the spouse is entitled to *all* the assets. If survived by a spouse and one child, the spouse receives the first \$75,000 and then half the estate over that. If survived by a spouse and more than one child, the spouse receives the first \$75,000 and one-third of the estate over that and the children divide the balance amongst themselves.

Battered Wives — Symposium and Brief

The Ontario Status of Women Council held a symposium on wife assault on May 8, 1980. The purpose of the symposium was to draw together experts, including formerly assaulted women, to learn of the issues first-hand, and to prepare recommendations for change.

Linda MacLeod, senior researcher with the Canadian Advisory Council on the Status of Women, and author of *Wife Battering in Canada: The Vicious Circle*, was the keynote speaker. Other guests were Trudy Don, Co-ordinator of the Ontario Association of Interval and Transition Houses, Amicia Gooding, Family Consultant to the London Police Force, and Dr. George Awad, senior psychiatrist with the family clinic at the Clarke Psychiatric Institute. In addition, Pat Kincaid, from the Toronto Board of Education, who at the time was on sabbatical leave preparing her doctoral thesis on the extent of wife assault in Ontario, and Karen Weiler, senior policy analyst from the Ministry of the Attorney-General, were both guests and resource people.

After the speakers had completed their presentations, participants in the symposium broke into workshops and developed recommendations around the issue of wife assault. A Standing Committee on Wife Assault was struck to review the recommendations and prepare a finalized comprehensive package of recommendations regarding legislative and program alternatives for the victims of wife assault. The members were:

Bill Kelloway — Chairperson
Olive Ritchie
Muriel Beatty
Pat Kincaid (Resource Person)

The following recommendations were made to the Ontario Government:

COMMUNITY INTERVENTION POINTS

1.0 *Police*

- 1.1 That all those providing service and information to victims of wife assault be sensitized to the perspective of the victim.
- 1.2 That the Ontario Police Commission be asked to ensure that every police officer in the Province receives a minimum of 100 hours of instruction in crisis intervention.
- 1.3 That the police be alerted as to the effectiveness of the use of Section 31 of the Criminal Code to incarcerate the abuser overnight.

Hostels

- 1.4 That shelters for women be the co-ordinating and focal point for all community services for battered women. Shelter service should provide access to:
 - a. 24 hour childcare
 - b. emergency legal assistance
 - c. comfort and counselling
 - d. emergency medical aid and victim advocacy
 - e. career counselling
 - f. referral and available services — community second stage housing
 - g. follow-up services
 - h. crisis lines and emergency transportation
 - i. crisis household moving teams
- 1.5 That a co-ordinator be provided by the Ministry of Community and Social Services to assist the Ontario Association of Interval and Transition Houses in developing sustaining funding arrangements so that crisis workers can devote their time and talent to working directly with the victims of family violence. The co-ordinator would also act as spokesperson for the OAITH.
- 1.6 That industry and/or foundations be encouraged to provide funds for a professional fund raiser to raise money for shelters for women.

The Legal System

- 1.7 That wife assault be recognized as a *crime* against society.
- 1.8 That police officers and judges be challenged and encouraged to regard domestic violence as equally serious an offence as violence between strangers.
- 1.9 That the reporting of wife assault be made mandatory by law and that the information be maintained provincially similar to the child abuse register now maintained in the Ministry of Community and Social Services.
- 1.10 That the victim be allowed to "lay an information" with the investigating police officer on the spot, instead of being required to make a special trip to the Justice of the Peace the next day, resulting in the police laying the charge.

- 1.11 That a "morning after" court be established to enable an immediate hearing, due to the continuing danger to the victim. In the event that a "morning-after" court is not available, expeditious resolution should be sought. By this, it is meant that the trial should take place upon entry of plea and without remand.
- 1.12 That judges be urged to consider a special weekly day for inter-spousal conflicts.
- 1.13 That the Attorney General's office recognize the need to sensitize Crown attorneys and judges to the reality and unique needs of the victim in cases of wife assault and that imaginative, alternative sentences be sought. One might decree that a portion of the husband's income be set aside for use by the wife in case of recurring family violence.
- 1.14 That the Attorney General, in conjunction with the Ontario Police Commission, provide all police forces in Ontario with the resources necessary to provide a comparable family crisis intervention service to the Family Consultant Service of the London Police Force.
- 1.15 That the Attorney General, in conjunction with the Ontario Police Commission, provide a pamphlet on the use of existing law-restraining orders, peacebonds, family law reform, and that police use the pamphlet to instruct victims on the legal options available to them.

THE WIDER PICTURE

2.0 *Need for Prevention*

- 2.1 That wife battering be recognized as assault and that it be considered in its own right, not only as a subset of family violence.
- 2.2 That the Ontario government recognize wife assault as a serious social issue with economic, health, legal and educational ramifications, and in order to better understand the *extent* of wife assault in Ontario, funding be allocated to do research and gather more detailed statistical data regarding this issue.
- 2.3 That research into the *causes* of family violence, inter-spousal violence, child abuse, with specific emphasis on wife

assault, be funded by the Ontario government. Research should provide an adequate theoretical foundation for a *preventative* program directed at the intervention, control and eventual elimination of this social problem.

Need for Education

- 2.4 That wife assault be part of the course content in any one of the following courses: Family Life Education, Law, Physical and Health Education, Man and Society (Man and Society should have a non-sexist title, e.g. People and Society).
- 2.5 That the Ministry of Education develop a Guideline for a Life Skills course to include developing effective interpersonal problem-solving skills, conflict management, stress reduction techniques and anger control, and that these courses become part of the core curricula.
- 2.6 That the Attorney General or the Provincial Secretary for Justice hold a consultation on wife assault similar to the consultation on rape and that victims of wife assault be included.

Need for Long Range Funding

- 2.7 That the Ontario Status of Women Council support the Canadian Advisory Council on the Status of Women on recommended changes to the Canada Assistance Plan (CAP).

The CACSW recommends that:

- The Social Services Program Branch of Health and Welfare Canada undertake a feasibility study for completion and public release before January 1, 1981, on the potential of the Canada Assistance Plan to adequately fund transition houses and other support services, including safe houses for battered wives. Our preliminary research into the legislation defining CAP and provincial disparities in the use of CAP, suggest that the mechanism does exist for more predictable, flexible funding. A totally new funding program does not therefore appear to be necessary but instead a more imaginative and committed use of the cost sharing arrangement already in place through CAP, is needed.
- Specifically, the CACSW recognizing that one change in the system can have ramifications through the system, asks the Social Services Program Branch of Health and Welfare Canada,

to address the following issues in its feasibility study:

- a) the elimination of family income as the basis of needs testing for women who have been battered and approach transition houses, and replacement of the family income criterion with a needs test based on the personal income of the women themselves in order that the transition houses receive payment for providing a temporary residence for more women and their children. CAP is designed in certain circumstances to serve people likely to become needy i.e. eligible for welfare, if they do not have access to these services. This approach to need is applicable to battered women since most women who have been battered do not have access to sufficient money to support themselves and their children regardless of their family income;
- b) the elimination of residence requirements for women coming to transition houses. Until there is a transition house in every community, many women will be forced to travel outside their area of residence to find protection. Again, this suggestion is within the original spirit of CAP to make residency requirements more flexible;
- c) incorporation of services such as child care and counselling services within transition houses, and the provision of additional funds for these services under the welfare services component of CAP;
- d) development of an educational package to better inform provincial, territorial and municipal politicians and officials as well as women workers in the field, of the scope, flexibility and advantages of CAP funding and other funding options where they exist;
- e) use of CAP to provide non-residential day centres for women who have stayed in transition houses or are considering a stay in a transition house, as well as other services, including childcare, counselling, crisis lines, second-stage housing and safe houses where necessary in rural and isolated areas.

The brief was then sent to various government and other agencies which deal with the problem of wife assault.

At a Council meeting in March, 1981, the Chairman of the Standing Committee on Wife Assault reported that the recommendation to have

a register for batterers similar to the Child Abuse register in the Ministry of Community and Social Services, needed expansion and clarification.

The Committee proposed that a Family Education and Abuse Register (FEAR) be created. The Registrar through his/her agents, consisting of family lawyers and family social workers would, subsequent to receiving a report of an incident of family violence either from the police or from the victims directly, act so as to ensure that:

- 1) the victims were fully apprised as to the legal and social options available to them;
- 2) a proper psycho-social assessment of the problems precipitating the violence be undertaken;
- 3) referrals initially made by police or subsequently made by the Registrar's delegate, were acted upon by the family or family member involved;
- 4) in the event of a second or subsequent incident, the Registrar would cause a police investigation to be undertaken to determine if sufficient evidence exists to proceed with the laying of criminal charges by the Crown Prosecutor acting on behalf of, and yet independently of, the person who has suffered the reported assault;
- 5) after seven years of keeping family peace, the offender be automatically de-registered;
- 6) the individual named be de-registered upon trial and acquittal within the appropriate courts of law;
- 7) the Registrar would open his/her records to appropriate professionals who are researching the causes of family violence, inter-spousal violence, child abuse, and particularly wife assault;
- 8) the Registrar would monitor and where possible co-ordinate and evaluate the various community agencies' responses to the victim's needs.

The suggestion for a FEAR register was forwarded to the Government for consideration.

Secondary Education Review Project

The Secondary Education Review Project was established in April 1980, by the Hon. Bette Stephenson, Minister of Education, to conduct a one-year study of the province's high school system. The Project's mandate was to examine almost every aspect of secondary schools, focussing especially on the credit system, standards and disciplines, content and organization of the curriculum, and preparation of students for the world of work.

In December 1980, the Ontario Status of Women Council made a submission to S.E.R.P. with the following recommendations:

1. The curriculum guidelines in all areas should accurately reflect women's status and be expanded where appropriate to include the study of women's issues. For example, business and economics courses could include study units on women's place in the workforce, female job ghettos, female earning power, female unemployment, pensions, women in Canadian unions, etc. Family studies courses should include units of study on such topics as family planning, conflict management, stress reduction techniques, and wife assault.
2. In view of the fact that knowledge of women's employment status relates positively to women's career commitment, consideration should be given to establishing a career credit course to deal with such topics as women's economic status, career planning for women, occupational information, etc.
3. Women's studies should be offered in all secondary schools.
4. Textbooks should be carefully screened for bias and replaced with non-sexist material. In cases where costs prohibit replacement, teachers should raise the issue of sex-stereotyping and discuss the bias in the views presented.

Women writers must be well represented in literature courses.

The language in the curriculum should be carefully examined to ensure that it is not sexist and does not connote 'male only' e.g. Man, Science and Technology.

5. A major thrust in the curriculum should be to increase opportunities for students to gain contact with the world of work. We commend the Linkage program because it provides the opportunity for on-the-job experience.

6. Female and male physical education should be co-educational with emphasis on fitness for all students. Costly and competitive team sports which allow limited participation, particularly for female students, have no place in the physical education curriculum and should be funded in other ways — perhaps through community resources.
7. Sensitivity to the special needs of female students should be a pre-requisite for all guidance counsellors. Teacher training and up-grading courses should be offered to help meet this goal.
8. Counsellors and teachers should intensify efforts to ensure that female students with ability keep their options open for as long as possible so they can choose from the widest range of career possibilities. Female students should be actively encouraged to explore non-traditional fields, particularly mathematics, sciences, trades and technical areas. In the case of technical subjects, counselling must begin earlier — at the grade 8 level, when students first select options.

Where possible all students should receive basic grounding in mathematics, sciences and languages.

9. Increased emphasis must be placed on group counselling to reach as many female students as possible and inform them about career choices. Special efforts should be made to recruit women speakers e.g. from the Women's Bureau, members of different occupational groups etc., to serve as role models.
10. Since parents' expectations are a large factor in students' career decisions, increased efforts must be made to involve and inform parents. Information about career alternatives could be sent home for parents and students to discuss together. Parent education evenings could be organized.
11. Affirmative action should be implemented at the school board level to encourage the hiring and promotion of female staff at all levels and in subject areas where there are few role models for female students.
12. Each Board of Education should have a Status of Women Committee and a specially designated staff person to deal with curriculum and personnel matters related to female students and teachers.

Additional Resolutions Passed at Council Meetings

PROPOSED TRANSFER OF JURISDICTION OF DIVORCE LAW

Resolution:

“That the Federal divorce law should not be transferred to provincial jurisdiction.”

This resolution was taken based on the information available to the Council at this time. However, due to its extremely complex nature, Council will continue to review the issue jointly with the other advisory Councils, which may result in an expansion or amendment of the above at a later date.

DAYCARE CENTRES IN EMPTY CLASSROOMS

Resolution:

“That Council send a letter to the Ministry of Education, seeking their statistics on the present and potential availability of classrooms full- or part-time across the Province for conversion into childcare facilities, and the number of childcare spaces that would create, with a view to immediate attention being given by the Ministry to using schools for childcare.”

The Ministry of Education responded to Council's letter by stating that it did not have specific information relating to empty classrooms, and that the use of surplus accommodation in the schools is entirely the responsibility of the individual school boards.

Council Guests

DATE	NAME	AGENCY	TOPIC
May 8 & 9	Linda MacLeod	Canadian Advisory Council on the Status of Women	Wife assault
	Trudy Don	Ontario Association of Interval & Transition Houses	Wife assault
	Amicia Gooding	London Police Force	Wife assault
	Dr. George Awad	Clarke Psychiatric Institute	Wife assault
	Pat Kincaid	On sabbatical leave from the Toronto Board of Education	Wife assault
	Karen Weiler	Ministry of the Attorney General	Wife assault
	Rita Burak	Women Crown Employees' Office	Affirmative Action in the Ontario Government
	Sandy Head	Scarborough Board of Education	Daycare in empty classrooms
Sept. 8 & 9	Ev McKee	Action Day Care	Consultation on Women's Issues
	Jeanne Rowles	Anglican Church of Canada	Consultation on Women's Issues
	Suzanne Zakoor	Assn. for Early Childhood Education	Consultation on Women's Issues
	Rosemary Wolfe	Assn. of Women Electors	Consultation on Women's Issues
	Patricia Murphy	Assn. of Women Electors	Consultation on Women's Issues
	Susan Cooke	Assn. of Women Executives	Consultation on Women's Issues
	Kanta Arora	Assn. of Women of Indian Origin in Canada	Consultation on Women's Issues
	Liz Neville	Business & Professional Women's Clubs of Ontario	Consultation on Women's Issues
	Beverley Baker	C.A.R.A.L.	Consultation on Women's Issues
	Mary Corkery	Canadian Congress on Learning Opportunities for Women	Consultation on Women's Issues
	Lynn Hardman	Canadian Federation of University Women	Consultation on Women's Issues
	Joan Plume	C.G.I.T.	Consultation on Women's Issues
	Betty Dalglish	Canadian Housewives Register	Consultation on Women's Issues
	Corabel Penfold	Canadian Pensioners Concerned	Consultation on Women's Issues
	Lillian O'Connor	Catholic Women's League of Ont.	Consultation on Women's Issues
	Maria Ocieпка	Family Benefits Work Group	Consultation on Women's Issues
	Florence Diamond	Federated Women's Institutes of Ontario	Consultation on Women's Issues
	Carmen Paquette	La Federation des femmes Canadiennes-Francaises	Consultation on Women's Issues
	Edith Levy	Federation of Jewish Women's Organizations	Consultation on Women's Issues
	Patricia Carson	Federation of Women Teachers' Associations of Ontario	Consultation on Women's Issues
	Donna Porter	Junior League of Toronto	Consultation on Women's Issues

DATE	NAME	AGENCY	TOPIC
Sept. 8 & 9	Patricia Hutchinson	May Court Clubs of Canada	Consultation on Women's Issues
	Jean Wood	National Action Committee on the Status of Women	Consultation on Women's Issues
	Jean Gammage	National Black Coalition of Canada	Consultation on Women's Issues
	Helen Bossin	National Council of Jewish Women	Consultation on Women's Issues
	Laurie Cunningham	Northwestern Ontario International Women's Decade Co-ordinating Council	Consultation on Women's Issues
	Marianne Holder	NDP Caucus	Consultation on Women's Issues
	Beth Atcheson	Ontario Committee on the Status of Women	Consultation on Women's Issues
	Lynne Sullivan	Ontario Committee on the Status of Women	Consultation on Women's Issues
	Donna Phillips	Ontario Native Women's Assn.	Consultation on Women's Issues
	Debra Cooper-Burger	Ontario Nurses' Association	Consultation on Women's Issues
	Anne Gribben	Ontario Nurses' Association	Consultation on Women's Issues
	Margaret Wilson	Ontario Secondary School Teachers' Federation	Consultation on Women's Issues
	Joyce Rosenthal	Organized Working Women	Consultation on Women's Issues
	Marilyn Huels	Peterborough Women's Committee	Consultation on Women's Issues
	Rhoda McDougall	Peterborough Women's Committee	Consultation on Women's Issues
	Jenny Amy	P.C. Women of Ontario	Consultation on Women's Issues
	Gwen Bower-Binns	Provincial Council of Women	Consultation on Women's Issues
	Jocelyn Hezekiah	Registered Nurses' Association of Ontario	Consultation on Women's Issues
	Trudy Don	Ontario Assn. of Interval and Transition Houses	Consultation on Women's Issues
	Pauline Racine	L'Union Culturelle des Franco-Ontariennes	Consultation on Women's Issues
	Dorothy Mowat	United Church Women, Toronto Conference	Consultation on Women's Issues
	Mary Anne Nixon	Women & the Law, National Assn.	Consultation on Women's Issues
	Margaret Bryce	Women for Political Action	Consultation on Women's Issues
	Linda George	Women Helping Women	Consultation on Women's Issues
	Thelma Smart	Women's Interchurch Council of Canada	Consultation on Women's Issues
	Anne Venton	Women's Liberal Commission of the Liberal Party of Canada	Consultation on Women's Issues
	Jannie Mills	YWCA of Metro Toronto	Consultation on Women's Issues
	Margaret Reid	Zonta Club of Toronto I	Consultation on Women's Issues

DATE	NAME	AGENCY	TOPIC
Sept. 8 & 9	Edna Beange	Zonta Club of Toronto II	Consultation on Women's Issues
	Anne Johnston	Alderman, Ward Eleven, City of Toronto	Consultation on Women's Issues
	Mary Bruce	City of Toronto	Consultation on Women's Issues
	Carol Cruickshank	Zonta Club of Toronto II	Consultation on Women's Issues
	Betsy Carr	National Action Committee on the Status of Women	Consultation on Women's Issues
Dec. 4	Ward Cornell	Deputy Provincial Secretary for Social Development	Introductory meeting with Council members
March 5	Gail McIntyre	Researcher	Women & Aging
	Lawrence Crawford	Senior Consultant, Gerontology, COMSOC	Women & Aging

Publications

Briefs

Employment Strategies for Women in the 1980's
— April 1980 (background report also published)

Widow's Rights to Family Property — August 1980

Battered Women — December 1980

Secondary Education Review Project — December 1980

Newsletter (STATUS)

Vol. 3, No. 2 — June 1980

Vol. 3, No. 3 — September 1980

Vol. 4, No. 1 — January 1981

DATE	NOM	AGENCES	SUJET
	Jannie Mills	YWCA de la Communauté urbaine de Toronto	Consultation sur les problèmes de la femme
	Margaret Reid	Zonta Club of Toronto I	Consultation sur les problèmes de la femme
	Edna Beange	Zonta Club of Toronto II	Consultation sur les problèmes de la femme
	Anne Johnston	Conseillère municipale, onzième circonscription, ville de Toronto	Consultation sur les problèmes de la femme
	Mary Bruce	Ville de Toronto	Consultation sur les problèmes de la femme
	Carol Cruickshank	Zonta Club of Toronto II	Consultation sur les problèmes de la femme
	Betsy Carr	Comité national d'action pour le statut de la femme	Consultation sur les problèmes de la femme
4 déc.	Ward Cornell	Sous-secrétaire de la province aux Affaires sociales	Première rencontre avec les membres du Conseil
5 mars	Gail McIntyre	Documentaliste	Les femmes et le vieillissement
	Lawrence Crawford	Conseillère principale, Gérontologie, COMSOC	Les femmes et le vieillissement

Publications

Mémoires

Employment Strategies for Women in the 1980' (Stratégies pour l'emploi féminin dans les années 80)
— Avril 1980 (les recherches complémentaires ont également été publiées)

Widow's Rights for Family Property (Les droits de la veuve sur le patrimoine familial) (août 1980)
Battered Women (Les femmes agressées) (décembre 1980)

Secondary Education Review Project (Enquête sur l'éducation au palier secondaire) (décembre 1980)
Bulletin (STATUS)

Vol. 3, n° 2 — juin 1980

Vol. 3, n° 3 — septembre 1980

Vol. 4, n° 1 — janvier 1981

Laurie Cunningham	Northwestern Ontario International Women's Decade Co-ordinating Council	Consultation sur les problèmes de la femme
Marianne Holder	Caucus du NPD	Consultation sur les problèmes de la femme
Beth Atcheson	Comité ontarien sur le statut de la femme	Consultation sur les problèmes de la femme
Lynne Sullivan	Comité ontarien sur le statut de la femme	Consultation sur les problèmes de la femme
Donna Phillips	Association des femmes autochtones de l'Ontario	Consultation sur les problèmes de la femme
Debra Cooper-Burger	Association des infirmières de l'Ontario	Consultation sur les problèmes de la femme
Anne Gribben	Association des infirmières de l'Ontario	Consultation sur les problèmes de la femme
Margaret Wilson	Fédération des enseignantes des écoles secondaires de l'Ontario	Consultation sur les problèmes de la femme
Joyce Rosenthal	Organized Working Women	Consultation sur les problèmes de la femme
Marilyn Hueis	Comité des femmes de Peterborough	Consultation sur les problèmes de la femme
Rhoda McDougall	Comité des femmes de Peterborough	Consultation sur les problèmes de la femme
Jenny Amy	Femmes du P.C. de l'Ontario	Consultation sur les problèmes de la femme
Gwen Bower-Binns	Conseil provincial des femmes	Consultation sur les problèmes de la femme
Jocelyn Hezekiah	Association des infirmières agrées de l'Ontario	Consultation sur les problèmes de la femme
Trudy Don	Ontario Association of Interval and Transition Houses	Consultation sur les problèmes de la femme
Pauline Racine	Union culturelle des franco-ontariennes	Consultation sur les problèmes de la femme
Dorothy Mowat	Femmes de l'Eglise unie, conférence de Toronto	Consultation sur les problèmes de la femme
Mary Anne Nixon	Les femmes et la loi (Association nationale)	Consultation sur les problèmes de la femme
Margaret Bryce	Women for Political Action	Consultation sur les problèmes de la femme
Linda George	Women Helping Women	Consultation sur les problèmes de la femme
Thelma Smart	Women's Interchurch Council of Canada	Consultation sur les problèmes de la femme
Anne Venton	Commission féminine du Parti libéral du Canada	Consultation sur les problèmes de la femme

DATE	NOM	AGENCES	SUJET
	Patricia Murphy	Association des électricies	Consultation sur les problèmes de la femme
	Susan Cooke	Association des cadres féminins	Consultation sur les problèmes de la femme
	Kanta Arora	Association des femmes d'origine indienne du Canada	Consultation sur les problèmes de la femme
	Liz Neville	Clubs ontariens des femmes d'affaires et des milieux professionnels	Consultation sur les problèmes de la femme
	Beverley Baker	C.A.R.A.L.	Consultation sur les problèmes de la femme
	Mary Corkery	Congrès canadien sur les possibilités d'apprentissage offertes aux femmes	Consultation sur les problèmes de la femme
	Lyn Hardman	Fédération des universitaires canadiennes	Consultation sur les problèmes de la femme
	Joan Plume	C.G.I.T.	Consultation sur les problèmes de la femme
	Betty Daigleish	Registre des ménagères canadiennes	Consultation sur les problèmes de la femme
	Corabel Penfold	Canadian Pensioners Concerned	Consultation sur les problèmes de la femme
	Lillian O'Connor	Ligue des femmes catholiques de l'Ontario	Consultation sur les problèmes de la femme
	Maria Oclepka	Groupe de travail sur les prestations familiales	Consultation sur les problèmes de la femme
	Florence Diamond	Instituts féminins fédérés de l'Ontario	Consultation sur les problèmes de la femme
	Carmen Paquette	Fédération des femmes canadiennes françaises	Consultation sur les problèmes de la femme
	Edith Levy	Fédération des organisations de femmes juives	Consultation sur les problèmes de la femme
	Patricia Carson	Fédération des associations d'enseignantes de l'Ontario	Consultation sur les problèmes de la femme
	Donna Porter	Ligue des jeunes de Toronto	Consultation sur les problèmes de la femme
	Patricia Hutchinson	May Court Clubs of Canada	Consultation sur les problèmes de la femme
	Jean Wood	Comité national d'action sur le statut de la femme	Consultation sur les problèmes de la femme
	Jean Gammage	Ligue nationale des noirs du Canada	Consultation sur les problèmes de la femme
	Helen Bossin	Conseil national des femmes juives	Consultation sur les problèmes de la femme

Résolutions supplémentaires passées en réunion du Conseil

PROJET DE TRANSFERT DE JURIDICTION
DE LA LOI SUR LE DIVORCE
GARDERIES DE JOUR DANS LES SALLES DE
CLASSE VIDES

Résolution:

“Que le Conseil adresse une lettre au ministère de l'Éducation afin d'obtenir de celui-ci les statistiques relatives à la disponibilité, dans la province, de salles de classe qui, d'ores et déjà ou le cas échéant, pourraient, à plein temps ou à temps partiel, être transformées en garderies d'enfants, avec indication du nombre de places qui en résulterait, afin que le ministère envisage sans délai d'utiliser des écoles comme garderies d'enfants.”

Le ministère de l'Éducation a fait suite à la lettre du Conseil en indiquant qu'il ne possédait pas de données précises au sujet des salles de classe vides, ajoutant que le cas des locaux disponibles dans les écoles relève exclusivement de l'autorité des conseils scolaires.

Résolution:

“Que la loi fédérale sur le divorce ne soit pas transférée à la juridiction provinciale.”
Cette résolution a été prise compte tenu des renseignements dont le Conseil disposait sur le moment. En raison de l'extrême complexité du sujet, le Conseil continuera cependant à étudier celui-ci, en accord avec les autres conseils consultatifs, ce qui pourra ultérieurement donner lieu à un remaniement du texte de cette résolution.

Invités du Conseil

DATE	NOM	AGENCES	SUJET
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8 et 9 mai	Linda MacLeod	Conseil consultatif canadien de la situation de la femme	Épouses victimes de voies de fait
	Trudy Don	Ontario Association of Interval and Transition Houses	Épouses victimes de voies de fait
	Amicia Gooding	Corps de police de London	Épouses victimes de voies de fait
	Dr George Awad	Institut psychiatrique Clarke	Épouses victimes de voies de fait
	Pat Kincaid	En congé sabbatique du conseil de l'éducation de Toronto	Épouses victimes de voies de fait
	Karen Weiler	Ministère du Procureur général	Épouses victimes de voies de fait
	Rita Burak	Bureau des employées de la Couronne	Action positive et gouvernement de l'Ontario
	Sandy Head	Conseil de l'éducation de Scarborough	Garderie de jour dans les classes vides
8 et 9 sept.	Ev Mckee	Action Day Care	Consultation sur les problèmes de la femme
	Jeanne Rowles	Eglise anglicane du Canada	Consultation sur les problèmes de la femme
	Suzanne Zakoor	Association pour l'éducation des tout-petits	Consultation sur les problèmes de la femme
	Rosemary Wolfe	Association des électriques	Consultation sur les problèmes de la femme

4. Les ouvrages scolaires devraient faire l'objet d'examens visant à décoder s'ils contiennent des prises de position défavorables à la femme et être remplacés par des ouvrages exempts de tout jugement de valeur à cet égard. Si des raisons financières interdisent de procéder à cette substitution, les enseignants devraient signaler les stéréotypes par lesquels s'expriment les préjugés relatifs à la femme et faire à ce sujet les commentaires qui s'imposent.
- Les écrivains de sexe féminin devraient être bien représentés dans les cours de littérature.
- La terminologie des programmes d'enseignement devrait être soumise à un examen attentif de manière à proscrire tout préjugé sexiste et toute connotation d'exclusivité masculine (par exemple "L'homme, la science et la technique").
5. On devrait s'efforcer d'augmenter les chances de prise de contact des élèves avec le monde du travail. Nous préconisons le programme Liaison parce qu'il offre des possibilités d'expérience en milieu de travail.
6. Les programmes d'éducation physique devraient être communs aux filles et aux garçons et ils devraient insister sur la nécessité, pour tous les élèves, de se tenir en forme. Les sports de compétition en équipe, qui coûtent cher et ne permettent qu'une participation restreinte, notamment dans le cas des femmes, n'ont pas leur place dans un programme d'éducation physique et l'on devrait trouver d'autres moyens de les financer, en ayant le cas échéant recours aux fonds communautaires.
7. Tous les conseillers en orientation devraient avoir été sensibilisés aux besoins particuliers des élèves de sexe féminin. Il faudrait offrir des cours à cet effet au niveau de la formation des enseignants et des programmes de recyclage.
8. Les conseillers et les enseignants devraient faire tous leurs efforts pour veiller à ce que les élèves de sexe féminin qui ont des possibilités ne fassent pas de choix prématuré pour garder ouvertes les plus nombreuses possibilités de carrière possibles. Il faut les encourager activement à explorer les domaines non traditionnels, particulièrement les mathématiques, les sciences, les secteurs spécialisés et techniques. Dans le cas des disciplines techniques, l'orientation doit commencer
9. Il faut insister davantage sur l'orientation en groupe pour atteindre autant d'élèves du sexe féminin que possible et les renseigner sur les possibilités de carrière. Il faut s'efforcer tout particulièrement d'inviter des femmes à venir parler aux élèves. Des membres du Bureau de la main-d'œuvre féminine ou de différents groupes professionnels peuvent en effet faire figure de modèles féminins.
10. Puisque les attentes des parents jouent un rôle important dans les décisions que prennent les élèves en matière de carrière, il faut multiplier les efforts pour informer les parents et s'assurer leur participation. On pourrait envoyer de la documentation au domicile des élèves, ce qui leur permettrait de discuter avec leurs parents des diverses possibilités de carrière. On pourrait également organiser des soirées d'information pour les parents.
11. Il faudrait appliquer le programme d'action positive au niveau du conseil scolaire pour encourager l'embauche et la promotion de personnel féminin à tous les niveaux et dans des secteurs où les modèles féminins sont rares.
12. Chaque conseil de l'éducation devrait avoir un comité sur le statut des femmes et un membre du personnel spécialement chargé des questions de personnel et de programmes touchant les élèves et les enseignants de sexe féminin.

dès la huitième année, époque où l'élève fait ses premiers choix.

Dans la mesure du possible, tous les élèves devraient recevoir une formation de base en mathématiques, sciences et langues.

Enquête sur l'éducation au palier secondaire

- des enfants maltraités, demandait à être explicitée.

Le comité a proposé la création d'un registre relatif à l'éducation familiale et aux cas de mauvais traitements. Le greffier chargé de la tenue de ce registre recevrait, par l'intermédiaire de ses délégués — avocats des familles et travailleurs sociaux — le compte rendu des cas de violence familiale ayant donné lieu à une intervention policière ou signalés directement par les victimes; il veillerait à ce que:

 - 1) les victimes soient parfaitement informées des moyens dont elles peuvent se prévaloir sur le plan judiciaire et sur le plan social;
 - 2) une bonne évaluation psycho-sociale des problèmes qui ont provoqué les actes de violence soit entreprise;
 - 3) les dossiers préparés à l'origine par la police et, dans un second temps, par le Greffe soient à la disposition de la famille concernée, ou de l'un de ses membres;
 - 4) en cas de nouvel acte de violence, le Greffe fasse ouvrir une enquête policière pour déterminer s'il existe assez de preuves permettant au Procureur de la Couronne
- 5) après sept années d'existence familiale paisible le nom du coupable cesse automatiquement de figurer au registre;
 - 6) le nom de l'inculpé cesse de figurer au registre en cas d'acquittement devant le tribunal compétent;
 - 7) le Greffe tienne ses registres à la disposition des personnes qui, au titre de leurs activités professionnelles, font des recherches sur les causes de violence familiale, de violence entre époux, de mauvais traitement à enfant et, plus particulièrement, de voies de fait sur la personne d'une épouse;
 - 8) le Greffe surveille et, s'il y a lieu, coordonne et évalue les diverses interventions des organismes communautaires en faveur de la victime.

La suggestion relative à la création du registre relatif à l'éducation familiale et aux cas de mauvais traitement a été soumise à l'attention des instances gouvernementales.

1. Les directives pédagogiques dans tous les domaines devraient toujours tenir compte des particularités du statut de la femme et, le cas échéant, être étendues à l'étude des problèmes féminins. C'est ainsi que les cours portant sur les affaires et sur l'économie devraient faire état de la place de la femme dans la population active, des
2. Compte tenu de ce que la place qu'elle occupe dans l'entreprise est effectivement liée à l'intérêt qu'une femme porte à sa carrière, on devrait envisager la création d'un cours à crédits traitant de sujets tels que le statut économique de la femme, la planification d'une carrière féminine, l'information professionnelle, etc.
3. L'étude des problèmes de la femme devrait être abordée dans toutes les écoles d'enseignement secondaire.

2.6	Que le Procureur général ou le secrétaire provincial à la Justice tiennent une consultation sur les voies de fait sur la personne d'une épouse comme on l'a fait à propos du viol et que les victimes de ces voies de fait soient entendues.	
2.7	Que le Conseil ontarien du statut de la femme soutienne le Conseil consultatif canadien de la situation de la femme en ce qui concerne les engagements préconisés au régime d'assistance publique.	<p><i>Besoins en matière de financement à long terme</i></p>
	<p>Le Conseil consultatif canadien sur la situation de la femme recommande que:</p> <ul style="list-style-type: none">• La Direction des programmes des services sociaux du ministère fédéral de la Santé et du bien-être social entreprenne une étude de faisabilité qui, avant le 1^{er} janvier 1981, ferait connaître au public si le régime d'assistance publique permet de financer comme il convient les services d'aide aux épouses battues, notamment les frais de séjour dans un logement de transition. La recherche préliminaire que nous avons effectuée à ce sujet montre qu'un système de financement plus souple et plus fiable est possible avec les structures déjà en place. Un programme de financement entièrement nouveau ne semble donc pas nécessaire et il vaudrait mieux tirer parti avec plus d'imagination du mode actuel de partage des frais.• Le Conseil consultatif canadien de la situation de la femme, consent qu'une seule modification du système existant peut tirer à conséquence, demande à la Direction des programmes de services sociaux du ministère fédéral de la Santé et du bien-être social d'aborder dans son étude de faisabilité les problèmes suivants:<ul style="list-style-type: none">a) la renonciation au critère de revenu familial comme moyen d'évaluation des besoins des femmes battues qui demandent à être admises dans un foyer d'accueil et le remplacement de ce critère de revenu familial par une évaluation des besoins qui tienne compte des revenus personnels de ces femmes, afin que les foyers d'accueil puissent, en recevant une indemnisation, donner asile à un plus grand nombre de femmes et d'enfants. Le régime d'assistance publique est conçu pour servir dans certains cas à aider les personnes susceptibles d'être dans le besoin, donca) la renonciation au critère de revenu familial comme moyen d'évaluation des besoins des femmes battues qui demandent à être admises dans un foyer d'accueil et le remplacement de ce critère de revenu familial par une évaluation des besoins qui tienne compte des revenus personnels de ces femmes, afin que les foyers d'accueil puissent, en recevant une indemnisation, donner asile à un plus grand nombre de femmes et d'enfants. Le régime d'assistance publique est conçu pour servir dans certains cas à aider les personnes susceptibles d'être dans le besoin, donc	
	<ul style="list-style-type: none">d) la mise au point de moyens d'information permettant d'assurer ces services au titre du régime d'assistance publique;c) la prestation de services tels que garderies d'enfants et conseils aux intéressées au sein des foyers d'accueil, et l'affectation d'un financement supplémentaire pour permettre d'assurer ces services au titre du régime d'assistance publique;d) la mise au point de moyens d'information permettant de mieux renseigner les responsables politiques et les travailleurs sociaux, sur l'importance, la souplesse et les avantages des fonds disponibles au titre du régime d'assistance publique ainsi que, le cas échéant, sur les autres moyens de financement;e) le recours au régime d'assistance publique pour mettre des centres non résidentiels de services de jour à la disposition des femmes qui ont séjourné dans les foyers d'accueil ou qui envisagent de le faire, ces services comprenant, pour les régions rurales ou isolées, garderies, conseils, assistance en cas de crise familiale, logement après départ du foyer d'accueil. Ce mémoire a ensuite été adressé à divers organismes gouvernementaux ou autres, qui se préoccupent du problème des femmes battues. Au cours d'une réunion du Conseil, en mars 1981, la présidente du comité permanent sur les femmes victimes de voies de fait a indiqué que la recommandation relative à la tenue d'un registre des cas de brutalité exercées sur des femmes, comparable au registre que tient le ministère des Services sociaux et communautaires dans le cas	

publie une brochure faisant état des ressources judiciaires et de la réforme du droit familial, et que la police utilise cette publication pour faire connaître aux victimes les possibilités que leur donne la loi.

UN TABLEAU PLUS COMPLET

Besoins en matière de prévention
2.0 2.1 Que la violence infligée à l'épouse soit considérée comme voies de fait et sanctionnée comme tel et non simplement comme une conséquence de la violence familiale.
2.2 Que le gouvernement de l'Ontario reconnaisse les voies de fait exercées sur une épouse comme un problème social grave ayant des implications économiques, médicales, juridiques et pédagogiques, et qu'affin de mieux délimiter l'importance de ce problème en Ontario, des fonds soient alloués à des recherches et à la collecte de données statistiques à ce sujet.

2.3 Que des recherches sur les causes de la violence familiale, de la violence entre époux, de la violence contre les enfants, et plus particulièrement des voies de fait sur la personne d'une épouse, soit financée par le gouvernement de l'Ontario. Ces recherches devraient permettre de définir les principes théoriques d'un programme d'action préventive visant à limiter, et finalement à éliminer ce problème social.

Besoins en matière d'éducation
2.4 Que les cas de voies de fait sur la personne d'une épouse soient traités dans tous les cours suivants: vie familiale, droit, éducation physique et hygiène, l'homme et la société (ce dernier cours devrait porter un titre qui ne privilégie pas le genre masculin, par exemple "les individus et la société").

2.5 Que le ministère de l'Éducation élabore un programme-cadre portant sur des cours d'apprentissage fonctionnel des méthodes de résolution des conflits interpersonnels, des techniques de réduction de la tension nerveuse et de maîtrise de la colère, et que ces cours fassent partie du programme de base.

1.7 Que l'agression des épouses soit considérée comme un *crime* contre la société.
1.8 Que les policiers et les juges soient amenés à considérer la violence au foyer comme un délit aussi grave que la violence entre personnes sans liens de parenté.
1.9 Que la loi oblige à signaler les cas d'épouses brutalisées et à les consigner à l'échelon provincial, de la même manière que l'on tient actuellement un registre des cas de mauvais traitements infligés aux enfants au ministère des Services sociaux et communautaires.

1.10 Que la victime puisse sur le champ porter plainte auprès du policier chargé de l'enquête, plutôt que de devoir se rendre spécialement devant le juge de paix le lendemain, la police portant alors l'accusation.

1.11 Qu'un tribunal "du lendemain matin" soit institué pour permettre une audition immédiate, la victime étant toujours en danger. S'il n'existe pas de pareil tribunal, que de promptes mesures soient prises, la cause devant être entendue sans possibilité d'adjudournement du jugement.

1.12 Que les juges soient priés de réserver un jour de la semaine aux litiges conjugaux.

1.13 Que le Bureau du Procureur général reconnaisse la nécessité de sensibiliser les procureurs et les juges de la Couronne à la réalité et à la spécificité des besoins de la victime en cas de voies de fait sur la personne de l'épouse, et que les verdicts soient inspirés par l'imagination et le souci d'innover. On pourrait par exemple décréter qu'une partie des revenus du mari serait laissée à la disposition de l'épouse pour servir en cas de regain de violence familiale.

1.14 Que le Procureur général, coopérant avec la Commission de la Sécurité de l'Ontario alloue à toutes les forces de police de l'Ontario les ressources nécessaires pour pouvoir faire intervenir en cas de nouvelle crise familiale un service semblable au Service de conseil aux familles de la police de London.
1.15 Que le Procureur général, coopérant avec la Commission de la Sécurité de l'Ontario,

Les épouses brutalisées: colloque et mémoire

Le Conseil ontarien du statut de la femme a tenu, le 8 mai 1980, un colloque sur les agressions dont les épouses font l'objet. Ce colloque avait pour but de réunir des personnes qualifiées pour parler de ce sujet, notamment des victimes d'agression, afin de prendre connaissance de témoignages de première main et de rédiger des recommandations sur les changements qui s'imposent.		Linda MacLeod, chercheuriste au Conseil canadien du statut de la femme et auteur de <i>Wife Battering in Canada: The Vicious Circle</i> était la conférencière principale. Étaient également invités Trudy Don, coordonnatrice de la Ontario Association of Interval and Transition Houses, Amicia Gooding, conseillère familiale auprès du corps de police de London, et le docteur George Awad, psychiatre à la clinique familiale de l'Institut psychiatrique Clarke. En outre, Pat Kincaid, du conseil de l'éducation de Toronto, qui était alors en congé sabbatique pour préparer sa thèse de doctorat sur les agressions d'épouses en Ontario, ainsi que Karen Weiler, analyste de politiques au ministère du Procureur général, ont été également invitées comme spécialistes de la question.	
1.3	Que l'attention des autorités policières soit attirée sur l'opportunité du recours à l'article 31 du Code criminel, relatif à l'incarcération de l'auteur d'une agression pendant la nuit qui suit son arrestation.		
	Foyers	1.4	
Que des centres d'accueil féminins constituent le refuge vers lequel les femmes communautaires orienteront les mêmes temps de lieu de coordination. Les centres d'accueil devraient assurer:		a. la garde des enfants 24 heures sur 24;	
		b. une assistance juridique en cas d'urgence;	
		c. un abri confortable où la victime est conseillée;	
		d. une aide médicale;	
		e. un service d'orientation professionnelle;	
		f. un service de recommandation et de relogement des victimes;	
		g. un suivi;	
		h. un plan d'assistance en cas de voies de fait et des moyens de transport d'urgence;	
		i. des équipes de déménagement des victimes.	
1.5	Qu'une coordination soit assurée par une personne désignée par le ministère des Services sociaux et communautaires pour aider l'association ontarienne de l'habitât provisoire (Ontario Association of Interval and Transition Houses) à prendre les dispositions financières qui permettront aux spécialistes de l'intervention en cas de crise de pouvoir consacrer leur temps et leur talent aux victimes d'actes de violence familiale. La personne chargée de cette tâche de coordination serait en outre le porte-parole de l'association.	Après les interventions à la tribune, les personnes qui penaient part au colloque se sont séparées par groupes pour se constituer en ateliers et élaborer des recommandations à ce sujet. Un comité permanent sur les agressions d'épouses a été créé pour étudier les recommandations et mettre la dernière main à leur version complète et définitive. Ces recommandations portent sur les dispositions législatives à prendre et les divers programmes à mettre en oeuvre en faveur des victimes d'agression.	
1.6	Que l'on suscite la générosité des milieux financiers des centres d'accueil aux femmes.	Présidé par Bill Kelloway, ce comité se compose en outre d'Ollive Ritchie, de Muriel Beatty et de Pat Kincaid (personne ressource).	
		Les recommandations suivantes ont été présentées au gouvernement de l'Ontario.	
		LIEUX D'INTERVENTION DANS LA COLLECTIVITÉ	
1.0	Police	1.1	
		Que tous ceux à qui incombe la responsabilité d'assister et de renseigner les femmes victimes d'agression soient sensibilisés au point de vue de la victime.	
1.2	Que la Commission de la Sureté de	12	

Les droits de la veuve sur le patrimoine familial

- a) *Prévoir la protection des personnes veuves dans la partie 1 de la loi portant réforme du droit de la famille.*
- b) *Appliquer les dispositions relatives aux successions ab intestat*

Le gouvernement pourrait ajouter à la loi portant réforme de la législation successorale le droit pour une personne veuve de réclamer au décès de son conjoint une part du patrimoine en invoquant la contribution qu'elle a, directement ou indirectement, apportée à la constitution du patrimoine familial, prévoyant dans la loi portant réforme de la législation successorale les mêmes droits pour les personnes veuves que ceux qu'institue en faveur des personnes divorcées ou séparées la partie 1 de la loi portant réforme du droit de la famille.

En septembre 1980, le Conseil a présenté au gouvernement de l'Ontario un mémoire relatif aux droits de la veuve sur le patrimoine familial. Ce mémoire a été rédigé par les membres du Conseil et une avocate, Linda Silver Dranoff.

Ce mémoire fait état des injustices à l'égard des veuves (et des veufs) de la loi portant réforme du droit de la famille. Il précise que cette loi ne s'applique que lors de la dissolution du mariage, et à condition qu'un des conjoints s'en soit prévalu avant le décès de l'un des deux époux.

Cette loi ne protège pas la femme dans le cas des couples où le mari n'est pas disposé à partager les fruits du labour commun.

Le mémoire indique que, bien que censée protéger la veuve dans les cas que ne prévoit pas la loi portant réforme de la famille, la loi portant réforme de la législation successorale n'a pas prévu les mêmes avantages que celle-ci. Le mémoire fait ressortir qu'il existe entre les deux statuts un écart considérable en fait de protection des droits à la propriété de la femme et de la reconnaissance à celle-ci du droit de propriété des biens à l'acquisition desquels elle a contribué pendant le mariage.

Le Conseil a assorti ce mémoire de la résolution suivante:

"Que les veuves et les veufs puissent se prévaloir de la loi portant réforme du droit de la famille en ce qui concerne le mode de répartition des biens, de façon que l'actif soit partagé par moitiés au décès d'un conjoint."

En résumé, le mémoire a fait valoir que si la loi portant réforme du droit de la famille confère aux deux conjoints le droit à une part égale du patrimoine familial, ce droit ne devrait pas se limiter aux personnes divorcées ou séparées mais s'étendre à celles dont le mariage a pris fin par décès du conjoint.

Le Conseil a proposé deux autres solutions à la situation que la loi portant réforme du droit de la famille fait aujourd'hui aux personnes frappées de veuvage:

Le gouvernement pourrait ajouter à la loi portant réforme de la législation successorale des garanties selon lesquelles une personne veuve a droit au même minimum que celui qui lui aurait été dévolu si le défunt n'avait pas laissé de testament valide. Ce qui, à l'époque actuelle, signifie que lorsqu'une personne décède sans testament valide et que son conjoint lui survit, ce dernier a droit, s'il n'y a pas d'enfant, à tout le patrimoine. S'il y a un enfant, le conjoint reçoit, outre les 75 000 premiers dollars de l'actif successoral, la moitié de ce qui en reste. S'il y a plus d'un enfant, le conjoint reçoit, outre les 75 000 premiers dollars de l'actif successoral, un tiers de ce qui en reste et les enfants se partagent le reliquat.

Le 18 décembre 1980, M. Keith C. Norton, ministre des Services sociaux et communautaires, a annoncé dix nouvelles initiatives touchant la garde des enfants:

- \$3,75 millions pour subventionner 1 500 places dans des garderies de jour agréées ou contrôlées;
- \$2,4 millions pour aider les municipalités à mettre fin aux injustices en subventionnant des places dans des garderies de jour privées;
- \$450 000 pour augmenter les services aux enfants dans des garderies de jour privées sans supervision;
- \$430 000 pour que les enfants handicapés aient accès aux garderies de jour;
- \$1,3 million pour favoriser le lancement de nouvelles garderies de jour sans but lucratif et l'institution de conseils de parents ou de conseils paritaires employé-employeur;
- \$900 000 pour créer une série de projets pilotes visant à améliorer la qualité des services de garde dans le cas d'arrangements informels;

- \$850 000 pour mettre en oeuvre un programme d'éducation du public visant à mieux faire connaître aux parents les questions fondamentales en matière d'éducation et de garde des enfants;
- \$50 000 pour mettre à l'épreuve deux projets de garde en groupe familial, méthode qui a donné de bons résultats par ailleurs;
- \$300 000 au titre du réajustement des subventions;

— la mise au point d'un programme de création de garderies de jour dans les deux principales municipalités, la Communauté urbaine de Toronto et Ottawa-Carleton. Le Conseil estime que ces initiatives marquent une étape importante vers l'adoption d'une politique générale en matière de garde d'enfants.

RÉACTION DES ORGANISATIONS FÉMININES

Les organisations suivantes, qui représentent des milliers de personnes, ont approuvé le mémoire que le Conseil a présenté sur les stratégies d'emploi:

- la ligue pour l'égalité des salaires (Equal Pay Coalition);
- le YWCA de la Communauté urbaine de Toronto (avec trois réserves);
- l'association des infirmières de l'Ontario;
- la fédération des associations d'enseignantes de l'Ontario.

Au sujet des droits de la personne

En avril 1981, le gouvernement a présenté un projet de loi portant révision et extension des dispositions relatives aux droits de la personne en Ontario. Ce projet, qui envisage notamment le cas du harcèlement sexuel vise à conférer à la Commission le pouvoir d'ordonner en matière d'action positive. Il lui donne également le pouvoir de regrouper les plaintes de même nature et de même origine, mais il ne prévoit pas le pouvoir d'exercer une action collective.

Au sujet des aides familiales

Le 1^{er} janvier 1981, de nouvelles dispositions prises en vertu de la loi sur les normes d'emploi ont été promulguées, étendant la protection de la loi aux aides familiales qui travaillent plus de 24 heures par semaine. Ces dispositions qui ne s'appliquent ni aux personnes gardant les enfants à domicile ni aux dames d'octroi des gages, des prestations en nature et des avantages sociaux: logement et nourriture, périodes de repos, congés annuels et jours fériés.

Mémoire sur les stratégies d'emploi Réaction du gouvernement

Au cours de la dernière année financière, les Conseil a passé en revue les programmes et principes directeurs du gouvernement de l'Ontario qui sont de nature soit à faciliter soit à gêner la participation des femmes au marché du travail. Cette étude a débouché sur une série de recommandations qui ont été présentées au gouvernement dans un mémoire sur les mesures à prendre touchant l'emploi féminin dans les années 1980.

En résumé, le Conseil a recommandé :

1. l'adoption du principe "à travail égal salaire égal";

2. des mesures législatives pour appuyer l'action positive et le respect des

dispositions contractuelles;

3. l'adoption d'une politique globale sur les soins à l'enfance;

4. l'adoption des mesures permettant de former les femmes pour leur donner accès à des emplois traditionnellement occupés par des hommes;

5. la modification du Code des droits de la personne de façon à y inclure l'action commune et les moyens de mettre fin au harcèlement sexuel et à l'investir de l'autorité nécessaire pour faire appliquer les principes de l'action positive;

6. la réforme des pensions de façon à prévoir dans le RPC des dispositions relatives au cas des personnes ayant quitté prématurément le marché du travail, des prestations pour les travailleurs à temps partiel au prorata de leur cotisation, la fin du recours aux tables actuarielles, la possibilité de transférer une pension d'une juridiction à une autre et la renonciation à la cause d'obligation d'un minimum de temps de service;

7. les changements à la loi sur l'assurance-chômage en ce qui concerne l'état matrimonial et les conditions minimales du droit à l'assurance;

8. un plan d'action pour les immigrantes;

9. la protection des aides ménagères;

10. des dispositions relatives au congé de maternité, l'interdiction de licencier ou de rétrograder une employée pour cause de maternité, le droit à un congé après une période de service de moindre durée, des modifications à la loi visant à obliger l'employeur à faire la preuve qu'il n'a pas

entreint celle-ci et l'institution de congé de paternité et de congé d'adoption.

Depuis que le Conseil a présenté ces

recommandations au gouvernement, en mai 1980, le gouvernement a pris les dispositions suivantes:

Au sujet des pensions, des travailleurs qui n'ont pas assez cotisé au titre du RPC et des travailleurs

à temps partiel

Dans la réponse officielle qu'il a faite au Conseil le 2 septembre 1980, le gouvernement a promis de

considérer différemment le cas des travailleurs qui ont insuffisamment cotisé au titre du RPC et

celui des travailleurs à temps partiel à pensionner au prorata de leurs cotisations. La Commission de la fonction publique met actuellement au point un

programme concernant les travailleurs qui occupent en permanence un travail à temps partiel.

Au sujet d'une stratégie touchant l'emploi féminin

Dans une autre réponse du gouvernement au sujet de la nécessité d'élaborer une stratégie touchant l'emploi féminin, M. Robert Elgie, ministre du

Travail, a annoncé le 13 novembre 1980 à l'Assemblée que :

"La Commission de la main-d'oeuvre de l'Ontario, en coopération avec la Commission canadienne de l'emploi et de l'immigration de la région de l'Ontario,

travaille actuellement à la rédaction d'un rapport sur l'élaboration d'une stratégie touchant l'emploi féminin. Je compte recevoir ce rapport et le présenter à mes collègues dans un délai d'un ou deux mois.

Si j'en juge d'après les travaux que la Commission a effectués d'autre part, je ne doute pas que ce rapport constituera une analyse complète avec une évaluation d'un grand nombre de cas, notamment des méthodes qui favorisent l'accès des femmes à des emplois qui ne leur sont pas

traditionnellement ouverts, par exemple les emplois nécessitant une spécialisation."

Le Conseil tient à renouveler sa prise de position selon laquelle une stratégie pour l'emploi féminin doit prévoir l'égalité de salaire à travail égal, des mesures législatives étant prises, obligations contractuelles à l'appui, pour que cette politique soit viable.

Au sujet d'une politique globale touchant la garde des enfants

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femmes et nous souhaitons une consultation immédiate des groupes féminins sur la question de cette garantie.”

CONFÉRENCE SUR “LES FEMMES ET LA CONSTITUTION”

Que le télégramme suivant soit envoyé au Conseil canadien du statut de la femme:

“Les personnes rassemblées à l’occasion de la consultation provinciale sur les problèmes de la femme, les 8 et 9 septembre 1980 à Toronto, regrettent l’ajournement de la conférence sur “Les femmes et la Constitution” et elles prient le Conseil canadien de remettre cette conférence à l’ordre du jour à la première occasion possible.”

ACTION COMMUNE

Que les délégués à la première consultation provinciale sur les problèmes de la femme prennent la résolution de faire immédiatement le nécessaire pour inviter les organisations membres à prendre position sur le transfert de la juridiction fédérale à la juridiction provinciale qui est envisagé en ce qui concerne la législation familiale, la famille, la nécessité d’une législation uniforme et le souci de la défense des droits de la femme dans la Constitution rendent opportun que les gouvernements provinciaux et fédéral connaissent leur point de vue à ce sujet à la première occasion.

Le Conseil ontarien du statut de la femme a accueilli les délégués de la première consultation provinciale sur les problèmes féminins, consultation qui s’est déroulée à Toronto les 8 et 9 septembre 1980. Cinqante groupes aux vocations très diverses étaient représentés, notamment les enseignants, les femmes autochtones, les travailleurs des centres d’aide aux victimes de viol, les juristes oeuvrant pour les droits de la femme, les immigrants, les groupes religieux, les éducateurs de garderies et les membres des clubs philanthropiques.

Le Conseil a présenté son mémoire sur les stratégies d’emploi, mémoire qu’il avait précédemment soumis au gouvernement de l’Ontario, après quoi le groupe a débattu les questions à l’ordre du jour. Les délégués ont accueilli le rapport avec enthousiasme et sont convenus d’en faire ratifier les recommandations par les membres de leurs exécutifs.

On a également discuté de la position adoptée par le Conseil au sujet des droits des veuves, et l’on a suggéré que la loi soit amendée pour donner aux veuves de l’Ontario les mêmes droits qu’aux femmes séparées ou divorcées en ce qui concerne le patrimoine familial. On a demandé aux délégués de prendre position sur la réforme de la loi et de faire connaître leurs opinions au Procureur général.

Les résolutions suivantes ont été adoptées au cours de la réunion:

Les résolutions suivantes ont été adoptées au cours de la réunion:

Premier ministre du Canada et à tous les premiers ministres provinciaux à l’occasion de la conférence sur la Constitution qui se tiendra à Ottawa:

“Les personnes réunies lors de la

consultation provinciale sur les problèmes féminins expriment leur inquiétude quant à la proposition de transfert de la législation familiale de la juridiction fédérale à la juridiction provinciale, ce transfert pouvant être préjudiciable aux femmes. Nous prions instamment les premiers ministres de placer les intérêts des femmes, sans oublier les femmes autochtones, au-dessus des autres considérations socio-politiques et de ne prendre aucune mesure propre à faire aboutir ce projet de transfert sans avoir pleinement consulté les femmes du Canada. Il nous importe en outre que toute nouvelle constitution garantisse les droits des

RÉUNIONS DU CONSEIL

Le Conseil s'est réuni quatre fois. Deux de ses réunions ont été consacrées à des sujets particuliers de préoccupation tels que celui des épouses brutalisées et celui des stratégies d'emploi pour les femmes. De plus, le Comité exécutif s'est réuni cinq fois.

LIAISON AVEC LE GOUVERNEMENT

S'acquittant de toutes les exigences de son mandat, le Conseil a rendu compte de ses activités à Mme Margaret Birch, secrétaire de la province aux Affaires sociales. La rencontre de notre présidente et de Mme Birch, après chaque réunion du Conseil, leur a permis de discuter des recommandations du Conseil.

LIAISON AVEC LES ORGANISATIONS FÉMININES

Le Conseil a continué à étendre ses contacts avec un large éventail d'organisations féminines. Une consultation au niveau provincial, sur les problèmes qui se posent à la femme, s'est déroulée cette année en présence des délégués d'environ 50 organisations féminines. Conformément aux vœux exprimés à cette occasion, le Conseil se met en rapport avec ces organisations dès qu'un problème quelconque appelle une solution.

AUTRES ACTIVITÉS

Le Conseil a rédigé un guide à l'occasion de la campagne électorale de 1981 en Ontario, guide dans lequel les femmes ont été évoquées tandis que des questions à poser aux candidats étaient suggérées. Quinze mille exemplaires ont été postés sur leurs demandes à des femmes domiciliées dans toutes les parties de la province.

Le Conseil a en outre été représenté à la réunion du Comité spécial sur la Constitution qui s'est tenue à Ottawa les 13 et 14 février 1981. Le Conseil a appuyé la résolution présentée lors de cette réunion en faveur de la défense des droits de la personne dans la Charte des droits.

ALLOCUTIONS

Faisant suite à des demandes de plus en plus nombreuses, la présidente et les membres du Conseil ont pris la parole devant divers groupes, au cours de réunions qui se sont tenues dans toute la province.

DISTRIBUTION DE PUBLICATIONS ET DOCUMENTS DE RÉFÉRENCE

Les demandes de publications du Conseil ont augmenté en raison de la notoriété qu'il doit à son bulletin, aux allocutions de ses membres et aux réunions qu'il a organisées. D'autre part, les documents de référence de la bibliothèque du Conseil ont été de plus en plus consultés par le public, notamment par les étudiants et autres personnes effectuant des recherches sur les questions qui intéressent les femmes.

Certains des objectifs déjà approuvés par le Conseil sont passés au stade de la réalisation:

Objectif: Déterminer les domaines particuliers qui nécessitent l'attention du gouvernement et recommander des modifications aux lois et aux programmes existants.

Mesures prises: Le Conseil a présenté au gouvernement de l'Ontario des mémoires portant sur:

- les épouses brutalisées
- l'enquête sur l'éducation au palier secondaire
- les droits de la veuve sur le patrimoine familial

Un mémoire proposant des mesures pour assurer la sécurité sociale et économique de nos aînées est en cours d'élaboration.

Le Conseil a reconnu la nécessité de reconsidérer les décisions prises en vertu de la loi portant réforme du droit de la famille.

Objectif: Préparer pour les années 1980 une stratégie d'emploi pour les femmes en tenant compte des modifications apportées à la législation sur le travail et à la politique relative aux garderies.

Mesures prises: Le Conseil a présenté au gouvernement de l'Ontario un mémoire accompagné de documentation sur diverses stratégies d'emploi pour les femmes en 1980.

Objectif: Élargir le dialogue en intéressant les femmes socialement inorganisées.

Mesures prises: Le Conseil a embauché dans le cadre du programme Expérience une étudiante chargée d'augmenter le nombre de

lecteurs de notre bulletin et de nos autres publications. La liste de distribution du Conseil comporte actuellement quelque 7 000 noms de personnes physiques et morales. Environ 3 000 exemplaires de ces publications ont été adressés sur leur demande aux personnes intéressées.

Rapport de la présidente

Dès ma nomination au Conseil ontarien du statut de la femme, en 1976, j'ai fait tout mon possible pour que les femmes des milieux les plus modestes prennent part aux activités du Conseil et à l'élaboration des recommandations qu'il formule.

Étant donné qu'il existe en Ontario environ trois millions de femmes de quinze à soixante-cinq ans, cet objectif pourrait être considéré comme irréalisable si nous n'avions pas la possibilité d'atteindre un grand nombre d'entre elles par l'intermédiaire des organisations dont elles sont membres.

Cette année, la première consultation sur les problèmes de la femme, consultation à laquelle assistaient les présidentes de cinquante organisations féminines de l'Ontario, a marqué une importante étape sur la voie qu'emprunte le Conseil pour se rapprocher de son but: capter l'intérêt de toutes les femmes.

Par l'entremise des présidentes de leurs organisations, le Conseil a partagé avec les femmes de l'Ontario ses recommandations sur la nécessité d'élaborer en leur faveur une stratégie de l'emploi pour la décennie en cours.

Les enseignantes, les conseillères psychologiques, les mères tributaies de l'assistance sociale, les aides bénévoles, les femmes autochtones, les travailleurs des centres d'aide aux victimes de viol, les juristes oeuvrant pour les droits de la femme, les immigrants, les groupes religieux, les éducateurs des garderies, les cercles d'action sociale ont délégué des représentants qui se sont rencontrés, apprenant à mieux connaître leurs tâches respectives, à définir aussi bien leurs sujets communs de préoccupations que les points sur lesquels ils sont unanimement d'accord, et enfin à mettre au point un plan d'action.

J'ai trouvé encourageants les propos de Donna Phillips, présidente de l'association des femmes autochtones de l'Ontario qui groupe 3 000 adhérentes, lorsqu'elle a conclu sa conférence en déclarant: "Je croyais que les membres du

Conseil du statut de la femme étaient élitistes mais je vois bien maintenant qu'elles représentent vraiment toutes les couches de la population." Les femmes qui ont pris part à la consultation se sont mises d'accord pour travailler au profit de toutes les femmes de l'Ontario sans tenir compte des différences économiques, sociales et politiques.

On prépare pour l'an prochain une consultation plus large sur le thème "Les femmes et le vieillissement."

Fort du succès de la première consultation, le Conseil prendra avis auprès des organisations féminines pendant le processus d'élaboration des recommandations, avant de présenter son mémoire au gouvernement. Ainsi, les femmes de Desoronto ou de Thunder Bay pourront, par le biais de leurs organisations locales, peser sur les décisions politiques du gouvernement de l'Ontario.

Je souscris sans réserve à ce mode de communication, de consultation et d'éducation qui permet d'atteindre les femmes de toutes les régions de la province.

Ce n'est que grâce à cette conjugaison de nos efforts que le statut des femmes de l'Ontario continuera à s'améliorer.



Membres du Conseil

* Lynne Gordon Présidente Toronto (mandat reconduit de juin 1979 à juin 1982)	
* Olive Ritchie Vice-présidente Hamilton (mandat reconduit de nov. 1978 à juin 1980)	Muriel Beatty Hamilton (mandat reconduit de juin 1980 à juin 1981)
* Linda Silver Dranoff Vice-présidente (nommée en oct. 1980) Toronto (avec mandat de juin 1979 à juin 1982)	William Rich Toronto (avec mandat de juin 1979 à juin 1983)
Eleanor Ryan Ottawa (avec mandat de juin 1980 à juin 1982)	* Beverley Salmon Toronto (mandat reconduit de juin 1979 à juin 1980)
* Dr Josephine Somerville Toronto (avec mandat de juin 1979 à juin 1981)	* Kathleen Toye Burlington (avec mandat de juin 1980 à juin 1983)
Maud Turner Perth (avec mandat de juin 1979 à juin 1982)	(démissionnaire en mai 1980)
Marnie Clarke (membre de droit) Directrice du Bureau de la main-d'œuvre féminine Toronto (démissionnaire en septembre 1980)	Alison Roberts (membre de droit) Directrice intérimaire du Bureau de la main-d'œuvre féminine Toronto (nommée en septembre 1980)
Susan Gibson Administratrice	Bridget Vianna Agent d'administration
* Comité exécutif	

"Conseiller le gouvernement de l'Ontario, par l'entremise du Secrétaire de la province aux Affaires sociales, sur toute question relative au statut de la femme, notamment:

a) évaluer les lois, politiques et programmes existants touchant les besoins et la situation des femmes;

b) déterminer les domaines particuliers qui nécessitent l'attention du gouvernement et recommander des modifications aux lois et programmes existants;

c) organiser des consultations, tenir des réunions et publier des énoncés de principes sur des questions précises, offrant différentes solutions, en vue de favoriser la discussion publique;

d) répondre aux demandes d'information du Secrétaire de la province aux Affaires sociales et des divers ministères sur toute question touchant les femmes."

Les membres du Conseil, qui exercent à temps partiel, sont nommés par décret du conseil pour une durée variant de un à trois ans. Le personnel du Conseil se compose de trois employés: une administratrice, un agent d'administration et une secrétaire. Au cours de l'année financière 1980-1981, le budget du Conseil a été de 145 300 dollars.

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L'honorable Margaret Birch
Secrétaire de la province aux Affaires sociales

Madame,

J'ai le plaisir de vous présenter le septième rapport annuel du
Conseil ontarien du statut de la femme pour la période du 1^{er}

avril 1980 au 31 mars 1981.

Veuillez agréer, Madame, l'assurance de ma très haute
considération.

Lynne Gordon



La vice-présidente,
Linda Silver Dranoff



La présidente,
Lynne Gordon

Conseil ontarien du statut de la femme

Septième rapport annuel
1^{er} avril 1980 au 31 mars 1981



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Ontario Status of Women Council

8th Annual Report

April 1, 1981 to March 31, 1982





The Honourable Margaret Birch
Provincial Secretary for Social Development

Dear Mrs. Birch,

I have pleasure in presenting to you the eighth Annual Report
of the Ontario Status of Women Council for the period
April 1, 1981 to March 31, 1982.

Sincerely,

A handwritten signature in cursive script, reading "Lynne Gordon". The ink is dark and the signature is fluid.



Linda Silver Dranoff
Vice-Chairperson



Lynne Gordon
Chairperson

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Mandate

"To advise the Government of Ontario, through the Provincial Secretary for Social Development, on matters pertaining to the status of women and without limiting the generality of the foregoing:

- a) to evaluate and monitor existing legislation, policies and programs related to the needs and status of women;
- b) to identify specific areas requiring the attention of government and to recommend legislation and program changes;
- c) to consult with groups, hold public meetings and issue position papers outlining alternative policies on specific issues with the purpose of stimulating public discussion;
- d) to respond to requests from the Provincial Secretary for Social Development and Ministries for advice and consultation on matters relating to women."

Council members, who are part-time appointees, are appointed by Order-in-Council for varying terms, from one to three years. Council staff consists of three employees – an executive officer, an administrative assistant and a secretary. In the fiscal year 1981/82, Council's budget was \$155,000.

* * * * *

Council Members

*Lynne Gordon
Chairperson
Toronto
(re-apptd. June '79 – June '82)

*Linda Silver Dranoff
Vice-Chairperson (apptd. Oct. '80)
Toronto
(term June '79 – June '82)

Muriel Beatty
Hamilton
(re-appt. June '80 – June '81)

Joan Maw
Petrolia
(term June '79 – June '81)

Gwen Bower-Binns
Ottawa
(term July '81 – June '84)

William Rich
Toronto
(term June '79 – June '82)
(resigned March '82)

Georgina Calder
Kenora
(re-apptd. June '81 – June '84)

Eleanor Ryan
Ottawa
(term June '80 – June '82)

Kathleen Howland
Dunrobin
(term June '80 – June '83)

*Josephine Somerville
Toronto
(re-apptd. June '81 – June '84)

*Roberta Jamieson
Six Nations Indian Reserve
(term June '79 – June '81)

Barbara Stone
St. Catherines
(term July '81 – June '84)

*William Kelloway
Ottawa
(term June '79 – June '82)

*Kathleen Toye
Burlington
(term June '80 – June '83)

Annabelle Logan
London
(term July '81 – June '84)

Alison Roberts (ex-officio)
Director, Women's Bureau
Toronto

Marguerite Martel
North Bay
(term Aug. '79 – June '82)

Susan Gibson
Executive Officer

Bridget Vianna
Administrative Assistant

*Executive Committee

Chairperson's Remarks

We are all familiar with the criticisms which have been made and the questions which have been raised about the function of an advisory council: questions which should and will be raised in any pluralistic society; questions regarding priorities, structures, representation. This is not unexpected, even among those of us who share the same vision but differ on the specific means by which that vision can be achieved.

One of the most important mandates of the Council is educative – to hold public meetings, issue position papers and discuss those issues affecting our lives as women. This educative function has been a two-way street, publicly and privately. During my terms as Chairperson of the Council, I have been afforded the rare opportunity to see, “up close” how the system works, to become familiar with the corridors of power, and along with the other members of the Council, have made every effort to demystify that system by helping women see and understand the connections that exist between seemingly disparate areas of concern.

But, perhaps the most personally emotional educative function of the Council has been through our work with front-line workers – those women working with the elderly, in child-care, in trade unions, with battered and assaulted women, with immigrant women and with divorced and widowed women – all formerly powerless and previously unheard women – it is through this work that I have learned, as we all have, of the thousand small, daily courages of women in our society.

And it is these courages – the courage of the woman who is raising a family of six alone on welfare, the courage of a woman who finally says “No!” to the constant beatings by her husband, the courage of the woman who wants to be a machinist and faces continual harassment on her job – all the courages which demonstrate how hard we try, in spite of overwhelming obstacles, to become “authentic” human beings and live meaningful lives.

And the single most important lesson we have learned is that we can't do it alone. “If I am not for myself, who is for me? and being for myself, what am I? If not now, when?”

This aphorism by Hillel perhaps best expresses what, at first, may appear to be a contradiction – how to be for myself **and** for others. But it is the movement between two seemingly opposing views which constitutes intentionality or action and it is that action which best **expresses** the finest work of the Council: How to be for myself, for the individual and for others, for the group.

One of the terms used to describe this action has been “networking” – a term which has been primarily used to describe the kinds of relationships which are formed when a common vision is shared and interested groups and individuals put that shared vision to a common purpose. But I believe “networking” is almost too mild a word – “safety net” would be more appropriate.

Our common purpose must be to become subjects of our own future history rather than objects of policies and economics. We must continue to develop critical thinking about the assumptions underlying policies and legislation which affect our lives.

Equality is about choices and control of one's own life through informed choices. But what does equality mean?

If there is a race to be run and I am competing against Abby Hoffman – is that equality? Equality of access does not guarantee equality of outcome. And it is equality of outcome which is the most important work we have for the future.

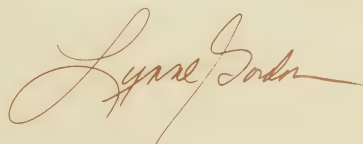
Affirmative Action and all programs and policies which help us get to the starting line, which help us gain access to those structures which affect our lives – they are all first steps.

But sharing in the control, learning each other's language, being not only informed, but acting – finding an appropriate arena for that action – combining the theories of equality with the practice of equality so that the outcome of equality is assured, that is what the Council is about.

Sectarianism has its function – it spotlights issues which demand attention and must not be forgotten – through it we become informed. And unless we are informed we cannot answer our attackers.

Attacks will continue, but let us not fall prey to the seduction of despair. Despair is the inertia of hopelessness and we can combat it by envisioning our future and making it together by strengthening our political effectiveness.

There are problems now which face us all, men and women. Let us show that we are more than equal to the task of establishing equality.



Activities

MEETINGS

In fulfilment of its mandate, Council met four times during the year, with meetings of the Executive Committee being held in between. One of these Council meetings was expanded into the Second Consultation on Women's Issues and was attended by a large number of representatives from women's organizations across the Province.

Meetings of the federal and provincial councils on the status of women were held in Ottawa and Vancouver.

LIAISON WITH THE GOVERNMENT

The Chairperson of the Council met with the Honourable Margaret Birch, Provincial Secretary for Social Development, after each Council meeting to report the activities of the Council.

LIAISON WITH THE PUBLIC

Council members continued to respond to requests for speakers from various groups. In addition, a growing number of publications were sent out upon request from individuals and groups.

The Council published two issues of its newsletter STATUS during the fiscal year.

Sunset Review

The Ontario Government had established a review process of all its advisory agencies in order to ensure the effectiveness and efficiency of these bodies to the overall policy and program formulation process.

The Ontario Status of Women Council was scheduled for review in March 1982. In its report, Management Board of Cabinet concluded that

“Although substantial improvement in the position of women in Ontario has occurred and many of the recommendations of the Ontario Status of Women Council acted upon, there is still need for the special kind of advice which the Council can give. The government and members of the public have been well served by this Council and its continued existence would be beneficial to the people of Ontario”.

A new sunset date of March 31, 1984 was established, and the Council was given a mandate to continue without change until that date.

The Ontario Status of Women Council responded to the review and made the following recommendations:

- 1) The position of Chairperson of the Ontario Status of Women Council be fulltime.
- 2) Research funds be appropriate to carry out the mandate of the Council.
- 3) Adequate funds be available for consultation on a regional basis.
- 4) Council have legal, education, health, labour and social services expertise available through appointees.
- 5) A criteria list for appointments to Council be developed in consultation with women's organizations throughout the province.
- 6) That there be a Cabinet Committee on women and/or a Minister Responsible for the Status of Women. The Committee be chaired by the Secretary for Social Development and include the Provincial Secretary for Resources, the Provincial Secretary for Justice, the Minister of Labour, Attorney General, and the Minister of Education.
- 7) That the Deputy Provincial Secretary for Social Development be the Secretary to the Cabinet Committee and chair a Deputy Minister's Council on Women.
- 8) That the Director of the Women's Bureau chair an Interministerial Co-ordinating Committee of senior policy advisors on issues of concern to women.
- 9) That the Women's Bureau be located within the Secretariat for Social Development and become the Office on Women to provide a “one window” approach for policy co-ordination and information dissemination.

Consultation '81

The Ontario Status of Women Council hosted the second annual provincial consultation on Women's Issues in Toronto on November 22, 23 and 24. Once more, delegates representing women's groups across the province, presented their concerns to Council. The following topics were discussed at the meeting:

WOMEN AND AGING

This was a major theme of the conference, and delegates were invited to respond to Council's draft report on the subject.

Women and Aging profiled the status of older women in Ontario with reference to marital status, income and living arrangements. In addition, it looked at areas of concern to the elderly such as health, housing and income security. It showed that while aging concerns everyone, older women face particular difficulties, because they live longer than men, are more likely to be widowed and living alone and less likely to have adequate incomes. The report urged immediate measures be taken to provide financial relief for the present generation of older unmarried women, of whom close to half of those over 65 and two-thirds over 75 have incomes below the poverty line.

Recommendations were also made to improve women's status in the labour force through educational initiatives, equal pay for work of equal value, affirmative action and expansion of childcare facilities. Pension reform was seen as the highest priority since women in the workforce require increased access to pension plans which take into account their special work patterns.

Jean Woodsworth of Canadian Pensioners Concerned, Jean Wood, President of the National Action Committee and Doug Rapelje, Chairman, Ontario Advisory Council on Senior Citizens, served as resource people for a discussion of major issues relating to older women such as health, housing, and pension reform.

The delegates received the draft report enthusiastically, and made valuable contributions to the development of the final report to be submitted to the Ontario Government in 1982.

WOMEN AND TECHNOLOGY

Heather Menzies, author of **Women and The Chip** and Dr. Allan Wolfson of the Ontario Manpower Commission took part in the panel discussion on the topic of women and technology.

Much of the discussion focussed on the impact of technology on women's traditional jobs, which if present trends continue could result in up to one million women becoming unemployed by 1990. The importance of keeping pace with technology was stressed with emphasis placed on re-training programs for women already displaced by technology.

FOLLOW-UP ON EMPLOYMENT STRATEGIES BRIEF

The delegates were advised that the Ontario Government had responded to Council's brief on Employment Strategies on the following points:

- 1) The Government promised to have another look at the CPP drop-out provision and the concept of pro-rated benefits for part-time workers.
- 2) The Ontario Manpower Commission in co-operation with the Ontario region of the CEIC is working towards the completion of a women's employment strategy report.
- 3) In December 1980, the Minister of Community and Social Services announced a new day-care initiative.
- 4) As of January 1, 1981, a new regulation, under the Employment Standards Act, was issued to protect domestic employees who work more than 24 hours per week.
- 5) In April 1981, the Government introduced Bill 7, an Act to Revise and Extend Protection of Human Rights in Ontario, which included protection from sexual harassment and would confer power on the Commission to order an affirmative action plan.

(See Ontario Status of Women Council 7th Annual Report)

FOLLOW UP ON WIDOW'S RIGHTS BRIEF

Council informed the delegates that a brief on widow's rights to family property had been presented to the Ontario Government.

Council proposed two alternative solutions to the current legislative situation:

- 1) Include the widowed person in claims dealing with share of property ownership based on direct and indirect contributions to the marriage.
- 2) Pass an assurance to the Succession Law Reform Act that the widowed person receive the same minimum entitlement available had the deceased failed to leave a will – at present if the widow has more than one child, she receives the first \$75,000 plus one-third of the estate, then the children divide the balance between themselves.

CONSTITUTION

Women's rights in the Constitution were discussed. Delegates expressed concern at the override provision in Section 33 of the Charter and the following statement was prepared and sent to the Honourable W.G. Davis, Premier of Ontario:

"Freedom of religion, freedom of association, the right to liberty, security, and life of the person, the right to equality without discrimination based on race, religion, sex, these are only some of our rights that are in jeopardy.

It is NOT just aboriginal rights and women's rights that can be taken away by the provincial and federal governments.

Canadians have been misled.

Section 33 gives absolute power to every provincial government and the federal government to unilaterally overrule the fundamental freedoms, legal rights and equality rights of every man, woman and child. This abhorrent and un-Canadian.

The Charter's Section I already allows our legislatures to withdraw fundamental freedoms, but only if it can be "demonstrably justified" to be reasonable to do so "in a free and democratic society". This type of clause was used to justify the 1970 War Measures Act by Prime Minister Trudeau. Do we need more?

We demand a truly entrenched Charter of Rights, which means that fundamental rights cannot be withdrawn by any provincial or federal government without an amendment to the Constitution, or unless they can justify the "reasonableness" of that denial as prescribed in Section I.

Unless women have equal rights in our society; unless Section 28 cannot be overruled; we are better off with no Charter at all.

Unless aboriginals, and especially aboriginal women, have rights in our society, we are better off with no Charter at all.

Unless our Charter of Rights can never be overruled by any provincial or federal government, we are better off with no Charter at all.

We want an entrenched Charter, but if it has an over-ride, we are better off with no Charter at all.

We want a Made in Canada Constitution, but if the price of having it is to entrench injustice, then the price is too high for us and too high for our children and future generations."

OTHER ISSUES

Aileen Manion, second Vice-President of the Public Service Alliance of Canada discussed the application of equal pay for work of equal value under the federal jurisdiction.

Sheelagh Conway from the Women's Incentive in Windsor requested support for her attempt to prevent the Windsor Star from publishing a "pretty girl" photo feature.

Susan Colley from Coalition of Daycare reported on their meeting with the Cabinet.

Sarah Kelly of Seneca College Women's Caucus spoke on the sexual harassment at Seneca College and requested letters of support from the delegates.

Widow's Rights to Family Property - Follow-up

In September 1980, Council presented a brief on widow's rights to family property. (See Ontario Status of Women Council 7th Annual Report).

As a result of the Council's brief, the Honourable Roy McMurtry, Attorney General, referred the question of protection of widow's property rights to the Wills and Trusts Section of the Canadian Bar Association and asked them to give serious consideration to Council's brief.

The Wills and Trusts Section shared a copy of their draft report with lawyer Linda Silver Dranoff who had prepared Council's brief as Vice- Chairperson. In response to the request of the Wills and Trusts Section, Ms. Dranoff attended their meeting on February 23, 1982 to make a presentation in response to their draft report. The meeting aired the issues and thoroughly explored the alternatives.

The report writers moderated their views and acknowledged that some means of correcting the inequity felt by the small number of disinherited widowed persons might be available and appropriate, even though the problem was not 'widespread'. To meet the concern of the report writers that the majority of wills should not be subject to legislated division of property and that sharing should not be forced, Ms. Dranoff and the members of the Section explored alternative proposals.

At the Council's March 4, 1982 meeting, the issues were discussed and the following resolution passed:

"The Ontario Council on the Status of Women reaffirms our support for the principle and goal that the widowed spouse should receive equal treatment with divorced and separated spouses when it comes to ensuring that spouses receive an equitable share of property accumulated during marriage when that marriage terminates.

As a start, we ask that the Ontario Government provide for the surviving spouse to choose whether to accept what is provided for them in their spouse's Will, or choose instead a minimum automatic share of \$125,000 of their spouse's estate which will be required by amendment of the provisions of the Succession Law Reform Act of Ontario. Notwithstanding a surviving spouse's opportunity to claim an automatic share of their spouse's estate, dependents could still be permitted to make a claim against the deceased's estate, as the law is presently constituted.

This interim solution would protect the disinherited spouse, without forcing a standard inheritance system on all families, and would be simple to implement.

We ask the government's serious consideration of this proposal."

A final Wills and Trusts Section Committee report was in process at the date of preparation of this Annual Report.

Battered Wives – Government Response

The Ontario Status of Women Council held a symposium on wife assault in May 1980. A Standing Committee on Wife Assault was struck to review the recommendations developed during the symposium and to prepare a brief for submission to the Ontario Government. Council's brief on battered women was presented to the Government in 1981. Responses were received on the following recommendations.

Rec. 1.2

That the Ontario Police Commission be asked to ensure that **every** police officer in the Province receives a minimum of 100 hours of instruction in crisis intervention.

Response

The Liaison Committee on the Enforcement of Family Law Orders will be recommending that the Ontario Police College provide training to police officers with respect to domestic violence and crisis intervention.

Rec. 1.3

That the police be alerted as to the effectiveness of the use of Section 31 of the Criminal Code to incarcerate the abuser overnight.

Response

It is considered that this has little practical application in most domestic disputes. The section creates no offense. Where, in serious cases, the conduct amounts to a breach of the peace, more serious criminal charges are likely to apply.

Rec. 1.4

That shelters for women be the co-ordinating and focal point for all community services for battered women.

Response

Legal counselling for women is made available through community legal aid clinics and the Legal Aid scheme.

The critical emergency health system is available to battered women and the providers of care are encouraged to be sensitive to the special needs of these women.

The Adult Community Mental Health Program is to expand community mental health services. Priority is given to the establishment of core services in areas that do not have such services. Community mental health agencies offer services to a variety of clients including battered women. Recently, there have been plans to fund at least one mental health counselling service specifically for women.

Rec. 1.5

That a co-ordinator be provided by the Ministry of Community and Social Services to assist the Ontario Association of Interval and Transition Houses in developing sustaining funding arrangements so that crisis workers can devote their time and talent to working directly with victims of family violence. The co-ordinator would also act as spokesperson for the OAITH.

Response

The role of the co-ordinator would appear to be more appropriately the responsibility of the voluntary sector since funding to be sought is at the local level. However, the Ministry of Community and Social Services could designate a staff person as a point of contact within the Ministry for OAITH for the purposes of transmitting information.

Rec. 1.6

That industry and/or foundations be encouraged to provide funds for a professional fund raiser to raise money for shelters for women.

Response

A policy of review of the role of the Ministry of Community and Social Services in the funding of hostels and halfway houses has begun. The brief of the Council will be considered during this review.

Rec. 1.7

That wife assault be recognized as a crime against society.

Response

In Ontario, wife assault is regarded as a crime against society and the Criminal Code provisions concerning these assaults apply. Crown attorneys have been instructed to prosecute such cases vigorously.

Rec. 1.8

That police officers and judges be challenged and encouraged to regard domestic violence as equally serious an offence as violence between strangers.

Response

Police regard wife assault as being no less serious than assaults between strangers. The Liaison Committee on Enforcement of Family Law Orders will be making recommendations that police course instruction include materials involving this type of conduct.

Rec. 1.9

That the reporting of wife assault be made mandatory by law and that the information be maintained provincially similar to the child

abuse register now maintained in the Ministry of Community and Social Services.

Response

While the personal difficulties a wife experiences in reporting an assault are appreciated, her position cannot be equated with that of a child in similar circumstances. In most cases of child abuse, the child cannot report to police or child welfare agencies. Accordingly, it was necessary to place a legal duty on others who had knowledge of such assaults to bring that information to the attention of the proper authorities. As well, there is an agency who would make use of registry information to follow at-risk children as they move across the Province. Children's Aid Societies can appropriately act upon information about battered children to ensure their future well being. There is no agency with a mandate to intervene in the case of competent adults.

Rec. 1.10

That the victim be allowed to "lay an information" with the investigating police officer on the spot, instead of being required to make a special trip to the Justice of the Peace the next day, resulting in the police laying the charge.

Response

Laying of an information with investigating police officers is not legally feasible. The proposal represents a radical departure from the existing situation where all charges must be laid before a judicial officer. While the present system is not free from problems, it is the best approach for preventing abuse in the administration of criminal justice.

Rec. 1.11

That a "morning after" court be established to enable an immediate hearing, due to the continuing danger to the victim. In the event that a "morning after" court is not available, expeditious resolution should be sought. By this, it is meant that the trial should take place upon entry of a plea and without remand.

Response

The concept of a "morning after" court presents difficulties. The right to counsel and the Crown's evidentiary burden of proving guilt beyond a reasonable doubt are two factors which make extremely expeditious trials difficult to implement. Crown attorneys do try to expedite wife assault cases, bearing in mind the problems outlined and the significant volume of cases.

Rec. 1.12

That judges be urged to consider a special weekly day for inter-spousal conflicts.

Response

The major impediment to a set day being established each week for wife assault cases is that there would be a perception that other serious offences would be treated as less important.

Rec. 1.13

That the Attorney General's office recognize the need to sensitize Crown attorneys and judges to the reality and unique needs of the victim in cases of wife assault and that imaginative, alternative sentences be sought. One might decree that a portion of the husband's income be set aside for use by the wife in case of recurring family violence.

Response

In sentencing, criminal courts have only limited powers. It is unrealistic to expect criminal courts to make orders involving financial support to the wife. Apart from constitutional problems the courts do not have the administrative resources to become directly involved in property matters which are within the domain of the civil courts. To the extent to which the financial difficulties can be dealt with in legislation they should be covered in vehicles such as The Family Law Reform Act.

Rec. 1.14

That the Attorney General, in conjunction with the Ontario Police Commission, provide all police forces in Ontario with the resources necessary to provide a comparable family crisis intervention service to the Family Consultant Service of the London Police Force.

Response

It is agreed that where financial resources permit, family crisis intervention units should be established to work closely with the police. However, such units would only be practical in medium or large police forces. The Metropolitan Toronto Police Force is in the process of setting up such a unit.

Rec. 1.15

That the Attorney General, in conjunction with the Ontario Police Commission, provide a pamphlet on the use of existing law-restraining orders, peacebonds, family law reform, and that police use the pamphlet to instruct victims on the legal options available to them.

Response

The Ministry of the Attorney General will request the Ontario Police Commission to review the

recommendations that a pamphlet be published which the victims of wife assault may find of practical application with regard to legal matters.

Rec. 2.2

That the Ontario government recognize wife assault as a serious social issue with economic, health, legal and educational ramifications, and in order to better understand the extent of wife assault in Ontario, funding be allocated to do research and gather more detailed statistical data regarding this issue.

Response

Applications for funding of projects on wife assault or family violence in general may be directed to the Research Branch of the Ministry of Community and Social Services.

Rec. 2.3

That research into the causes of family violence, inter-spousal violence, child abuse, with specific emphasis on wife assault, be funded by the Ontario government. Research should provide an adequate theoretical foundation for a preventative program directed at the intervention, control and eventual elimination of this social problem.

Response

The Province's public health system routinely provides services to "problem families". These services often include long-term supervision in conjunction with the local mental health agency and battered wives are among those receiving services from public health units.

Rec. 2.5

That the Ministry of Education develop a Guideline for a Life Skills course to include developing effective interpersonal problem-solving skills, conflict management, stress reduction techniques and anger control, and that these courses become part of the core curricula.

Response

The Ministry of Education is developing a guideline for a Life Skills course. The guideline is likely to include the development of interpersonal skills for conflict management, stress reduction and so on. Information on wife assault in the law section will be considered for this guideline.

Rec. 2.6

That the Attorney General or the Provincial Secretary for Justice hold a consultation on wife assault similar to the consultation on rape and that victims of wife assault be included.

Response

The Ontario Government is kept well-informed on issues regarding wife abuse on a continuing basis. However, a consultation or conference could be considered if detailed proposals are made and funds available.

Rec. 2.7

That the Ontario Status of Women Council support the Canadian Advisory Council on the Status of Women on recommended changes to the Canada Assistance Plan (CAP).

Response

Personal income is used as the basis for needs testing for emergency assistance to assaulted women. Where long-term assistance is required, the income of the husband may be considered with regard to maintenance payments for the support of a dependent wife and children. Action may be taken through the Courts by welfare authorities on behalf of the wife. However, in cases where this might provoke violence against the wife, no action need be taken, and indeed is often not taken.

The matter of residence requirements for women coming to transition houses is not imposed by federal or provincial governments. This would be local regulation imposed by the municipal welfare administrator. This local regulation can be challenged if it applies to assistance (care and maintenance). However, for services, such as counselling, municipalities have the legal capacity to impose residency requirements.

Where services such as child care, counselling, day centres and crisis lines are provided on an emergency basis, it is possible to negotiate for these under the present provisions of the Canada Assistance Plan.

Supplementary Recommendation

Council's Standing Committee on Wife Assault proposed that a Family Education and Abuse Register (FEAR) be created for the following reasons:

Inter-spousal conflict and abuse, child abuse and parent abuse, are all recorded parts of family life in Ontario. Special measures are required to deal with family violence, and at present, only partial policy effectiveness is realized. One constructive measure that, in part, serves to limit and prevent family violence is the Child Abuse Register that enables the Children's Aid Society to act on behalf of the battered and abused child.

Just as Ontario has decided that it has a legitimate role in family intervention on behalf of children, the Council believes that the adult victim's cry for help and evidence of physical assault, be taken as unassailable evidence that the violence suffered is at least unacceptable to the victim, and is, therefore, unacceptable to society.

The creation of FEAR serves by its title, to address the issue by signalling that unacceptable levels of family violence will invite the attention of the Province, in that incidents when reported, will be registered, and that the Registrar shall act so as to limit and prevent their re-occurrence.

Response

The recommendation that a register similar to the Child Abuse Register be established raises questions and concerns. However, the Ministry of the Attorney General is open to a continuing dialogue on the merits of the proposed Register.

The FEAR proposed in supplementary material forwarded by the Council does not clarify the Council's position. In this material, no legal duty to report wife abuse is created, although the original recommendation called for this. Rather than a provincial register as suggested, a local mechanism such as the domestic response team being implemented by Metropolitan Social Service would be more useful.

Secondary Education Review Project - Follow Up

In December, 1980, the Ontario Status of Women Council submitted a number of recommendations to the Secondary Education Review Project (see OSWC 7th Annual Report). In May 1981, the S.E.R.P. circulated a discussion paper to which the Council responded as follows:

1. Since the recommendations contained in the discussion paper do not deal with the need to integrate women's studies and the changing role of women and men in our society into the core curriculum, we recommend the addition of the following:

"That women's studies be incorporated in courses such as history, business and economics, law and social sciences as a core part of the curriculum so that students may learn about the changing role of women and men in our society."
2. Recent reports indicate that funds for sports are still not distributed equally between boys and girls, and therefore Council recommends that Recommendation 72 be expanded to include the words, "with particular emphasis on equal access to extra-curricular activities and funds."
3. Based on the increased knowledge and recognition by society of the incidence of wife battering in Canada, the Council recommends that Recommendation 81 include contact with women's hostels for battered women, rape crisis centres for victims of rape, and the Ontario Human Rights Commission for victims of sexual harassment.
4. With regard to guidance, the Council feels that Recommendation 92 is too broadly worded to ensure that guidance counsellors have within their job specifications a responsibility to offer non-sexist career counselling that will encourage women to enter non-traditional jobs. The Council is also concerned that information on careers be available to parents through parental information evenings regarding potential careers. Sensitivity to the special needs of female students should be a pre-requisite for all guidance counsellors. Teacher training and upgrading should be mandatory to meet this goal.
5. The importance of female role models in the education system cannot be over-emphasized. We strongly recommend that each Board of Education should have a Status of Women Committee and an especially designated staff person to deal with curriculum and personnel matters related to female students and teachers, and that an aggressive affirmative action program be implemented at the school board level to encourage the hiring and promotion of female staff at all levels.

Bill 7 – An Act to Revise and Extend Protection of Human Rights in Ontario

In June 1981, the Ontario Status of Women Council made a presentation to the Standing Committee on Resources Development concerning amendments to the Ontario Human Rights Code. The following major areas were addressed:

PREAMBLE

That the Preamble contain a strong statement of principle, recognizing that every person is equal in dignity and rights, and that even if the rights protected are limited, they should extend equally to everyone without discrimination.

DISCRIMINATION – GENERAL

All grounds should be applicable throughout the Code. For instance, public assistance should also be a ground in employment services, since a deletion of a ground in a specific section can be interpreted by the public as a signal that it is “O.K.” to discriminate.

DISCRIMINATION - ACCOMMODATION, EMPLOYMENT, VOCATIONAL ASSOCIATIONS

Persons should have – equal access and equal occupancy rights;
– equal access to employment and equal opportunity when employed;
– equal access to membership and equal treatment in the enjoyment of membership.

(The draft Act had been too limited in application).

SEXUAL HARASSMENT

Council approved the principle of including a prohibition on sexual harassment but questioned the wording on three specific points:

- i) “Persistent” creates a situation in which it could be impossible to prove a case. The “advance” must first be proven unwelcome. Then one must prove “persistence” and it is impossible to know how many “solicitations” or “advances” add up to “persistence”.
- ii) “Solicitation” or “advance” does not comprise all of the situations of sexual harassment. Harassment should be the offence. It is a more understandable and

understood term than “solicitation” or “advance” and has a clear dictionary meaning, and moreover, has been defined in the Code itself as “engaging in a course of vexatious comment or conduct.”

- iii) “Person in a position of authority” should be clarified to mean a person in a position of authority or his or her agent with the power to affect the person harassed with economic consequences, or the authority to penalize and prevent the conduct.

AGE LIMITATION

There should be no mandatory age of retirement and the lower age of eighteen could create problems for young women.

PHYSICAL CHARACTERISTICS

Height and weight should **not** be grounds for discrimination in the same manner as “physical disability” is not grounds for discrimination.

FAMILY STATUS

The Code described “family status” as the status of being in a parent and child relationship. Council suggested that “family” be expanded to include people living in a kinship relationship.

PERSONS

Council suggested that the additional definition of “persons” be added to the Code and include “class of persons”, so that it would be possible for a group of women to bring a complaint to secure a remedy applicable to all women in similar circumstances.

EMPLOYMENT

This section of the Code permits discrimination where “the requirement, qualification or consideration is a reasonable and bona fide one in the circumstances”. Council considered that there should be very few exceptions where women are prevented from doing any job in society, and that the onus should be on the employer to prove that the discrimination is bona fide. Council also suggested that the section be expanded so that exception must be proven necessary not only “reasonable”.

AFFIRMATIVE ACTION PLANS

Council considered it the duty of the Commission to ensure that employers pursue policies and practices which promote equality for women and, in that connection, the Commission should have the obligation to monitor the policies and practices of Ontario employees which affect female employees.

Council also recommended that the Ontario Government or its agents not be exempt from a review of an affirmative action plan by the Commission.

RESTRICTION OF FACILITIES BY SEX

The Code states that the right to equal treatment “is not infringed where the use of the services or facilities is restricted to persons of the same sex on the ground of public decency.”

Council was concerned that the use of the term “public decency” could be interpreted broadly, i.e. girls should not play certain sports with boys because of public decency regarding body contact, change room facilities, or whatever, and suggested “public decency” be more narrowly defined.

SHARED ACCOMMODATION

The only permitted discrimination in occupancy should occur when the owner is sharing bathroom, entrance or kitchen facilities. If dwelling units are completely separate, there should be no reason to discriminate on the basis of sex, marital status or family.

CONTRACT COMPLIANCE

The Ontario Government should undertake a program of contract compliance in order to ensure that those persons in receipt of public funds are operating in compliance with the equal opportunity goals of the Province.

FUNCTIONS OF THE ONTARIO HUMAN RIGHTS COMMISSION

Council recommended that affirmative action in Ontario be used as often as possible by the Commission as a remedy for redressing the unequal position of women in Ontario society. The Commission should have the power “to recommend **or initiate** the introduction and implementation of **bona fide** special plans ... to encourage the **recruitment, hiring, training or promotion** of members ...” The Commission should also have the power to monitor such programs for a period of several years.

ENFORCEMENT

The Code should clearly set out the Commission’s powers of investigation. The person authorized to investigate a complaint should be able to:

- a) demand the **production** of and inspect all or any of the books, documents, correspondence or records **of the person** whose conduct is the subject of the complaint;
- b) require production of and examine employment applications, payrolls, records, documents, writings, and papers or copies thereof in the possession of **any person**; and
- c) obtain information or take extracts from or make copies of any items mentioned in (a) and (b).

In addition, in order to strengthen the powers of the Commission to investigate:

“The Commission or any person designated by the Commission may, where any person has refused or failed to comply with a demand, requirement or request (under the above subsections) upon application **ex parte** request a judge of the Supreme Court to grant an order requiring the person whose conduct is the subject of the complaint or any person who it appears has possession of any items described (in the above subsections) to immediately produce those items to the Commission or its designate, and the judge may make any other order that he/she considers necessary to enforce the provisions of (the above subsections).”

RECONSIDERATION OF DECISIONS

It should be mandatory that the Commission reconsider decisions in accordance with the principles of natural justice.

PENALTY

The Council recommended that the penalty indicate that the Ontario Government considers breach of the Code to be a serious offence. It was suggested that an individual be liable to a maximum fine of \$25,000, while other than individuals be liable to a maximum fine of \$100,000.

PROSECUTION

Council suggested that the Commission “notify” rather than seek the consent of the Attorney General when there is an intent to prosecute.

EQUAL VALUE

Council recommended the addition of a section requiring that women receive equal pay for work of equal value similar to the Canadian Human Rights Act and the Quebec Human Rights Code.

INJUNCTIONS

Council suggested the addition of the following:

“Where a person has been convicted of an offence under this Act, the Commission may apply by way of notice of motion to a judge or the court for an order enjoining that person from continuing or repeating the offence, and the judge may make any order that he/she considers fit.”

SEXIST LANGUAGE

Council recommended that the language of the bill be modified to become non-sexist.

SEPARATE CAUSE OF ACTION

Council recommended that it be made clear that breach of the Code also entitles a complainant to bring a case before the courts for compensation as an alternative to only taking it before the Commission.

Joint Councils

At a meeting of the federal and provincial Councils on the Status of Women in Vancouver, British Columbia, on November 11 and 12, 1981, the following resolutions were adopted:

1) RATIFICATION OF U.N. CONVENTION

That the Joint Advisory Councils on the Status of Women will lobby, on an ongoing basis, all of those provincial governments who have not yet agreed to ratification and urge their support to allow Canada to become a signator;

That the November 11th meeting of the Joint Advisory Councils on the Status of Women will appoint one of their members to co-ordinate the above mentioned lobby action and report progress from time to time to the other councils, and that other women's organisations be contacted and involved as seems appropriate.

2) CONSTITUTION – Statement

The Joint Status of Women Councils are relieved that the constitutional debate appears to have ended, but are concerned that the rancour and divisiveness remain.

Canadian women's rights should have been **entrenched**. Entrenchment means that fundamental rights cannot be denied or abridged by any legislature without an amendment to the Constitution. The Accord said that Provincial legislatures could opt out of equality rights from time to time. This is **not** entrenchment. There is no entrenchment "notwithstanding", or subject to an "option to". Women's rights to full equality with men in our society cannot be contingent or qualified.

We serve notice on our legislatures that will collectively oppose any attempt to diminish equal rights for women.

We call on the provincial premiers for the deletion of the over-ride provisions (the "notwithstanding" clause) from the terms of the Federal-Provincial Accord. Alternatively, we ask that the premiers recognize publicly that the equality guarantee (Clause 28) was **never** intended to and will never be made subject to the over-ride provision of the Accord.

Section 28 **must** stand intact: "Notwithstanding anything in this Charter, the rights and freedoms referred to in it are guaranteed equally to male and female persons".

3) RAPE AND SEXUAL ASSAULT

- 1) That the word "sexual" be removed from the Code, since it tends to reinforce the stereotype that rape has something to do with sex rather than being violent assault;
- 2) That previous history of the victim should not be relevant, except in cases where the relationship with the accused has some bearing on the case;
- 3) That corroboration of the woman's evidence should not be mandatory except in cases of reasonable doubt;
- 4) That consideration should be given to having a minimum sentence for cases of rape; and
- 5) That spouses should not be exempt from being charged with rape;
- 6) That consent is not inferred from lack of resistance;
- 7) That in this Bill and any proposed legislation no use be made of generic language which has proven to be misleading and confusing;
- 8) That men and women be treated equally whether victims or offenders.

4) EMPLOYMENT STRATEGIES IN THE 80's

That a Royal Commission on the Status of Women and Work be established to study affirmative action and all the work that has already been done on the subject and to develop programme proposals and make recommendations on this question.

Since the 1980's, 70% of the net addition of new entrants to the labour force will be women, they should be part of the design. This Royal Commission should include members of the Advisory Councils, representatives of the private and public sectors, women's groups, unions, etc.

That the Joint Status of Women Councils urge every province to adopt an employment strategy for women in the 80's to include equal pay for work of equal value, legislated affirmative action and contract compliance, a comprehensive childcare policy which recognizes women's right to participate in the workforce and provides training programs for women displaced by technology and women re-entering the workforce.

The employment strategy should also include more generous maternity/paternity leave and adoptive leave; the drop-out provision of the Canada Pension Plan (for all provinces except Quebec which presently has the drop-out provision), earlier vesting of pensions for women and pro-rated pensions for part time workers.

We support the expansion of community operated employment programs such as the Outreach Program for Women's Employment Counselling with continuity of funding and direct access to the formal employment system. Women's Employment Counselling should continue to operate as a community based, separate program for women and not be incorporated into the existing CEIC's.

Be it resolved that Federal Government realize its April 1980 promise to assume a leadership role in affirmative action through the institution of an active affirmative action program in the public sector under the aegis of the Treasury Board within an enhanced human resource planning facility. In this context, Treasury Board, together with all Federal Government Departments, should set mandatory targets for affirmative action implementation and report to Parliament on the implementation of those targets. In addition, the Federal Government shall be accountable to the general public by issuing an annual status report on the implementation of its program through annual sessions in which the general public was invited to participate.

5) MATERNITY LEAVE

That we support deletion of the "magic 10 clause" for maternity benefits and the inclusion of adoptive parents;

That we are concerned that the exceptions in the "voluntary quits" may not include parents who are forced to quit due to inadequate child care arrangements or due to sexual harassment, following a spouse in a relocation, or other hidden but legitimate causes.

6) CHILD CARE

That funding for childcare should not be exclusively for the socially assisted segment of our society. Funding for child care should be based not only on a social welfare model, but also on an educational model and existing surplus classrooms should be used

for child care programs within the provincial departments of education;

That the situation of child care in all provinces be included specifically as part of the mandate of the Royal Commission on the situation of women in the labour force that is requested by the Joint Councils meeting.

7) PENSIONS

That pension-splitting application be able to be made at any time until retirement, instead of only within three years of the granting of the Decree Absolute.

8) VIOLENCE AGAINST WOMEN

Whereas Article 5 of the UN Convention on the Elimination of All Forms of Discrimination Against Women states

"Parties shall take all appropriate measures:

To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices customary, and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;" and

Whereas violence against women, including wife battering and sexual harassment, occurs when men are in a position to control, influence or adversely affect women:

That the Federal and Provincial governments recognize that violence against women is an ugly fact of Canadian life and that leadership is urgently needed to demonstrate that wife battering and rape are serious crimes against society, and as deserving of assertive preventive action as child abuse; and that the Federal and Provincial governments show their concern by publicly stating that violence against women is absolutely unacceptable; and that the Federal and Provincial governments jointly assume the responsibility to ensure secure ongoing funding for crisis centres and shelters for victims of violence.

9) FAMILY VIOLENCE

That Provincial governments be urged to remove the sections of the School Acts that allow corporal punishment to be used in schools, as the use of corporal

punishment in such institutions reinforces the idea of using violence to cope with life for children who have to deal with violent situations at home.

10) SEXUAL HARASSMENT

That governments play a leadership role in prohibiting sexual harassment on the job; and further

That employers and employees be encouraged to negotiate clauses in collective agreements to provide protection against sexual harassment.

11) FEMALE OFFENDER

That provision be made by the courts for women to serve intermittent sentences whenever possible, thereby allowing female offenders to remain close to their families and communities. This would be particularly helpful for northern women who must often serve their sentences far from their accustomed cultural environment;

That women have equal opportunities as those available to men during incarceration including training, recreational and religious programs and services, etc.;

That transportation be provided from the prison or correctional centre to the community from which they were sentenced at the completion of time served.

12) FAMILY LAW

That the Joint Councils on the Status of Women urge the federal government to retain the jurisdiction over matters of divorce.

13) BIRTH CONTROL

That Health and Welfare Canada be urged to increase funding to the Planned Parenthood Association and other comprehensive family planning projects.

14) FISCAL ARRANGEMENTS

That a new approach to federal-provincial fiscal arrangements be one that incorporates assumptions based on principles of sexual equality while recognizing the particular economic and social impact of programs under this legislation on women.

That social service programs become a spending priority of governments, federal and provincial.

That efforts be taken to identify, establish and maintain adequate national standards in respect of levels of services provided by provincial governments which take into account the specific needs of women.

That women's organizations be involved on a systematic and continuous basis in the current and future discussions on federal-provincial fiscal arrangements.

That governments identify for the general public which government is providing what money, and in what way, in respect of all cost-shared programs, in order to foster public awareness of federal-provincial fiscal relations.

That the Joint Councils meeting recommend an increase of the maximum income tax deduction for childcare from \$1000 to \$2000.

Council Guests

DATE	NAME	AGENCY	TOPIC
Jun. 5	Gail McIntyre	Researcher	Women & Aging
	Doug Rapelje	Advisory Council on Senior Citizens	Women & Aging
	Elizabeth Szalowski	Advisory Council on Senior Citizens	Women & Aging
	Allan Upshall	Advisory Council on Senior Citizens	Women & Aging
	John Withrow	Advisory Council on Senior Citizens	Women & Aging
Sept. 10	Ruth Cornish	Provincial Secretariat for Justice	Sexual Assault
	Joanne Grayson	Women's Bureau	Role of the Women's Bureau
	Murray LeMasurier	Women's Bureau	Role of the Women's Bureau
	Myroslava Pidhiryj	Women's Bureau	Role of the Women's Bureau
	Audrey Swail	Women's Bureau	Role of the Women's Bureau
Nov. 22, 23 & 24	Lisa Weintraub	Action Day Care	Consultation on Women's Issues
	Doreen Gordon	Assn. of Early Childhood Education	Consultation on Women's Issues
	Rosemary Wolfe	Assn. of Women Electors	Consultation on Women's Issues
	Audrey Burger	Assn. of Women Electors	Consultation on Women's Issues
	Eva Marszewski	Assn. of Women Executives	Consultation on Women's Issues
	Sudha Rastogi	Assn. of Women of Indian Origin in Canada	Consultation on Women's Issues
	Mala Sennik	Assn. of Women of Indian Origin in Canada	Consultation on Women's Issues
	Liz Neville	Business & Professional Women's Clubs of Ontario	Consultation on Women's Issues
	Beverley Baker	Canadian Abortion Rights Action League	Consultation on Women's Issues
	Susan Cooke	Canadian Association of Women Business Owners	Consultation on Women's Issues
	Susan VanderVoet	Canadian Congress on Learning Opportunities for Women	Consultation on Women's Issues
	Betty Dagleish	Canadian Housewives Register	Consultation on Women's Issues
	Jean Woodsworth	Canadian Pensioners Concerned	Consultation on Women's Issues
	Ruth Druxerman	Canadian Women's ORT	Consultation on Women's Issues
	Diane Uslaner	Canadian Women's ORT	Consultation on Women's Issues
	Lillian O'Connor	Catholic Women's League of Ontario	Consultation on Women's Issues
	Margaret Zoeller	Federated Women's Institutes of Ontario	Consultation on Women's Issues
	Edith Levy	Federation of Jewish Women's Organizations	Consultation on Women's Issues

DATE	NAME	AGENCY	TOPIC
Nov. 22, 23 & 24	Kay Sigurjonsson	Federation of Women Teachers' Associations of Ontario	Consultation on Women's Issues
	Debra Magidson	Feminist Party of Canada	Consultation on Women's Issues
	Maria DiPasquala	Italian Canadian Women's Alliance	Consultation on Women's Issues
	Jean Throop	I.O.D.E.	Consultation on Women's Issues
	Mary Ann Higgs	Kingston Action Committee on the Status of Women	Consultation on Women's Issues
	Norma Graham	Kingston Action Committee on the Status of Women	Consultation on Women's Issues
	Diane Henning	May Court Clubs of Canada	Consultation on Women's Issues
	Tina Stewart	Multicultural Council	Consultation on Women's Issues
	Jean Wood	National Action Committee on the Status of Women	Consultation on Women's Issues
	Joan Rapsavage	Women's Liberal Commission of the Liberal Party of Canada	Consultation on Women's Issues
	Jean Gammage	National Black Coalition of Canada	Consultation on Women's Issues
	Edith Sobel	National Council of Jewish Women	Consultation on Women's Issues
	Rosemary Adams	New Democratic Party	Consultation on Women's Issues
	Laurie Cunningham	Northwestern Ontario International Women's Decade Co-ordinating Council	Consultation on Women's Issues
	Trudy Don	Ontario Assn. of Interval and Transition Houses	Consultation on Women's Issues
	Dierdre Gibson	Ontario Committee on the Status of Women	Consultation on Women's Issues
	Sylvia Pivko	Ontario Committee on the Status of Women	Consultation on Women's Issues
	Donna Phillips	Ontario Native Women's Assn.	Consultation on Women's Issues
	Ethyllynn Phillips	Ontario Nurses' Association	Consultation on Women's Issues
	David Hughes	Ontario Secondary School Teachers' Federation	Consultation on Women's Issues
	Marilyn Huels	Peterborough Women's Committee	Consultation on Women's Issues
	Jenny Amy	Progressive Conservative Women of Ontario	Consultation on Women's Issues
	Carol Canzona	Provincial Council of Women	Consultation on Women's Issues
	Holly Cole	Rape Crisis Centres	Consultation on Women's Issues
	Jalayne Farrell	Registered Nurses' Assn. of Ontario	Consultation on Women's Issues
	Barbara Chapman	Senior Citizens Centres Assn. of Ontario	Consultation on Women's Issues

DATE	NAME	AGENCY	TOPIC
Nov. 22, 23 & 24	Elaine Bourke	Social Planning Council of Metro Toronto Committee on Aging and the Aged	Consultation on Women's Issues
	Barbara Weisberg	Support Services for Assaulted Women	Consultation on Women's Issues
	Mary Pidkowich	Ukrainian Women's Organization of Canada	Consultation on Women's Issues
	Barbara Mucher	Ukrainian Women's Organization of Canada	Consultation on Women's Issues
	Dorothy Phillips	United Church Women, Toronto Conference	Consultation on Women's Issues
	John Van Waggoner	United Senior Citizens of Ontario	Consultation on Women's Issues
	Renee Edwards	Victoria Daycare Services	Consultation on Women's Issues
	Dori Wheeler	Women's Counselling, Referral & Education Centre	Consultation on Women's Issues
	Miriam Bordofsky	Women Helping Women	Consultation on Women's Issues
	Karen Henderson	Women in Trades	Consultation on Women's Issues
	Sheelagh Conway	Women's Incentive Centre	Consultation on Women's Issues
	Thelma Smart	Women's Interchurch Council of Canada	Consultation on Women's Issues
	Leona Gislason	YWCA of Metro Toronto	Consultation on Women's Issues
	Judy Campbell	YWCA of Metro Toronto	Consultation on Women's Issues



Left to right: Chairperson Lynne Gordon, Premier William Davis, The Honourable Margaret Birch
 De gauche à droite: Présidente Lynne Gordon, Premier Ministre William Davis, L'Honorable Margaret Birch



Premier William Davis and Chairperson Lynne Gordon
 Le Premier Ministre William Davis et la Présidente Lynne Gordon



Formal poses honouring Lynne Gordon, who chaired the Ontario Status of Women Council from 1976-1982
 Photos officielles de Lynne Gordon, Présidente du Conseil du Status de la Femme, 1976 à 1982

DATE	NOM	ORGANISME OU AGENCE	SUJET
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22, 23 et 24 novembre	David Hughes	Fédération des enseignants des écoles secondaires de l'Ontario	Consultation sur les problèmes de la femme
	Marilyn Huels	Peterborough Women's Committee	Consultation sur les problèmes de la femme
	Jenny Amy	Progressive Conservative Women of Ontario	Consultation sur les problèmes de la femme
	Carol Canzona	Conseil provincial des femmes	Consultation sur les problèmes de la femme
	Holly Cole	Rape Crisis Centre	Consultation sur les problèmes de la femme
	Jalayne Farrell	Association des infirmières agréées de l'Ontario	Consultation sur les problèmes de la femme
	Barbara Chapman	Senior Citizens Centres Assn. of Ontario	Consultation sur les problèmes de la femme
	Elaine Bourke	Social Planning Council of Metro Toronto Committee on Aging and the Aged	Consultation sur les problèmes de la femme
	Barbara Weisberg	Support Service for Assailed Women	Consultation sur les problèmes de la femme
	Mary Pidkovich	Ukrainian Women's Organization of Canada	Consultation sur les problèmes de la femme
	Barbara Mucher	Ukrainian Women's Organization of Canada	Consultation sur les problèmes de la femme
	Dorothy Phillips	Femmes de l'Eglise unite, Organization of Canada	Consultation sur les problèmes de la femme
	John Van Waggoner	United Senior Citizens of Ontario	Consultation sur les problèmes de la femme
	Renee Edwards	Victoria Daycare Services	Consultation sur les problèmes de la femme
	Dori Wheeler	Women's Counselling, Referral & Education Centre	Consultation sur les problèmes de la femme
	Miriam Bordofsky	Women Helping Women	Consultation sur les problèmes de la femme
	Karen Henderson	Women in Trades	Consultation sur les problèmes de la femme
	Sheelagh Conway	Women's Incentive Centre	Consultation sur les problèmes de la femme
	Thelma Smart	Women's Interchurch Council of Canada	Consultation sur les problèmes de la femme
	Leona Gislason	YWCA de la Communauté urbaine de Toronto	Consultation sur les problèmes de la femme
	Judy Campbell	YWCA de la Communauté urbaine de Toronto	Consultation sur les problèmes de la femme

DATE	NOM	ORGANISME OU AGENCE	SUJET
22, 23 et 24 novembre	Diane Uslander	Canadian Women's ORT	Consultation sur les problèmes de la femme
	Lillian O'Connor	Ligue des femmes catholiques de l'Ontario	Consultation sur les problèmes de la femme
	Margaret Zoeller	Instituts féminins fédérés de l'Ontario	Consultation sur les problèmes de la femme
	Edith Levy	Fédération des Organisations de femmes juives	Consultation sur les problèmes de la femme
	Kay Sigurjonsson	Fédération des Associations d'enseignantes de l'Ontario	Consultation sur les problèmes de la femme
	Debra Magidson	Feminist Party of Canada	Consultation sur les problèmes de la femme
	Maria DiPasquala	Italian Canadian Women's Alliance	Consultation sur les problèmes de la femme
	Jean Throop	I.O.D.E.	Consultation sur les problèmes de la femme
	Mary Ann Higgs	Comité d'action de Kingston sur le statut de la femme	Consultation sur les problèmes de la femme
	Norma Graham	Comité d'action de Kingston sur le statut de la femme	Consultation sur les problèmes de la femme
	Diane Henning	May Court Clubs of Canada	Consultation sur les problèmes de la femme
	Tina Stewart	Conseil des relations multiculturelles	Consultation sur les problèmes de la femme
	Jean Wood	Comité national d'action sur le statut de la femme	Consultation sur les problèmes de la femme
	Joan Rapsavage	Commission féminine du Parti libéral du Canada	Consultation sur les problèmes de la femme
	Jean Gammage	Ligue nationale des noirs du Canada	Consultation sur les problèmes de la femme
	Edith Sobel	Conseil national des femmes juives	Consultation sur les problèmes de la femme
	Rosemary Adams	Nouveau parti démocratique	Consultation sur les problèmes de la femme
	Laurie Cunningham	Northwestern Ontario International Women's Decade Co-ordinating Council	Consultation sur les problèmes de la femme
	Trudy Don	Ontario Assn. of Interval and Transition Houses	Consultation sur les problèmes de la femme
	Dierdre Gibson	Comité ontarien sur le statut de la femme	Consultation sur les problèmes de la femme
	Sylvia Pivko	Comité ontarien sur le statut de la femme	Consultation sur les problèmes de la femme
	Donna Phillips	Association des femmes autochtones de l'Ontario	Consultation sur les problèmes de la femme
	Ethyllynn Phillips	Association des infirmières de l'Ontario	Consultation sur les problèmes de la femme

Invité(e)s du Conseil

DATE	NOM	ORGANISME OU AGENCE	SUJET
5 juin	Gail McIntyre	Documentaliste	Les femmes et le vieillissement
	Doug Rapelje	Conseil consultatif de l'Ontario sur l'âge d'or	Les femmes et le vieillissement
	Elizabeth Szalowski	Conseil consultatif de l'Ontario sur l'âge d'or	Les femmes et le vieillissement
	Allan Upshall	Conseil consultatif de l'Ontario sur l'âge d'or	Les femmes et le vieillissement
	John Withrow	Conseil consultatif de l'Ontario sur l'âge d'or	Les femmes et le vieillissement
10 septembre	Ruth Cornish	Secrétariat de la province à la Justice	Voies de fait à caractère sexuel
	Joanne Grayson	Bureau de la main-d'oeuvre féminine	Le rôle du Bureau
	Murray LeMasurier	Bureau de la main-d'oeuvre féminine	Le rôle du Bureau
	Myroslava Pidhiryj	Bureau de la main-d'oeuvre féminine	Le rôle du Bureau
	Audrey Swail	Bureau de la main-d'oeuvre féminine	Le rôle du Bureau
22, 23 et 24 novembre	Lisa Weintraub	Action Day Care	Consultation sur les problèmes de la femme
	Doreen Gordon	Association pour l'éducation des tout-petits	Consultation sur les problèmes de la femme
	Rosemary Wolfe	Association des électrices	Consultation sur les problèmes de la femme
	Audrey Burger	Association des électrices	Consultation sur les problèmes de la femme
	Eva Marszewski	Association des cadres féminins	Consultation sur les problèmes de la femme
	Sudha Rastogi	Association des femmes d'origine indienne du Canada	Consultation sur les problèmes de la femme
	Mala Sennik	Association des femmes d'origine indienne du Canada	Consultation sur les problèmes de la femme
	Liz Neville	Clubs des femmes d'affaires et des milieux professionnels de l'Ontario	Consultation sur les problèmes de la femme
	Beverley Baker	Canadian Abortion Rights Action League	Consultation sur les problèmes de la femme
	Susan Cooke	Canadian Associations of Women Business Owners	Consultation sur les problèmes de la femme
	Susan VanderVoet	Congrès canadien sur les possibilités d'apprentissage offertes aux femmes	Consultation sur les problèmes de la femme
	Betty Dagleish	Registre des ménagères canadiennes	Consultation sur les problèmes de la femme
	Jean Woodsworth	Canadian Pensioners Concerned	Consultation sur les problèmes de la femme
	Ruth Druexerman	Canadian Women's ORT	Consultation sur les problèmes de la femme

Nous recommandons que les gouvernements indiquent clairement, à l'intention du public, la provenance des fonds engagés dans les programmes à frais partagés, de façon à sensibiliser davantage le public aux relations fédérales-provinciales en matière de fiscalité.

Nous recommandons que l'assemblée des Conseils conjoints propose de porter de 1 000 \$ à 2 000 \$ les déductions fiscales maximales au titre de la garde des enfants.

comportement des hommes et des femmes, en vue d'éliminer les préjugés, les habitudes et les pratiques fondées sur l'infériorité ou la supériorité de l'un ou de l'autre sexe ou sur des rôles stéréotypés pour les hommes et les femmes;

Et que la violence à l'endroit des femmes, y compris le harcèlement sexuel et les brutalités à l'endroit des épouses, survient au moment où les hommes sont en mesure d'exercer leur pouvoir ou leur influence sur les femmes;

Nous recommandons que le gouvernement fédéral et les gouvernements provinciaux reconnaissent que la violence à l'endroit des femmes mérite la réprobation, et qu'il

importe de toute urgence de proclamer que le viol et les brutalités envers les femmes sont des crimes graves contre la société et méritent tout autant l'adoption de mesures énergiques de prévention que les mauvais traitements à l'endroit des enfants; et que ces gouvernements reconnaissent publiquement que la violence à l'endroit des femmes est tout à fait inacceptable et assument

conjointement la responsabilité du financement des refuges et des centres d'urgence pour les victimes de cette violence.

9) VIOLENCE FAMILIALE

Nous invitons instamment les gouvernements provinciaux à éliminer de leurs lois scolaires tout article autorisant les punitions corporelles à l'école, étant donné que le recours à ces punitions dans ces établissements peut justifier le recours à la violence chez les enfants qui en sont victimes dans leur foyer.

10) HARCELEMENT SEXUEL

Nous recommandons que les gouvernements jouent un rôle de premier plan dans l'interdiction du harcèlement sexuel au travail.

Nous recommandons que les employeurs et les employés soient encouragés à négocier l'insertion dans leur convention collective de clauses de protection contre le harcèlement sexuel.

11) FEMMES DÉLINQUANTES

Nous recommandons que les tribunaux permettent aux femmes de purger des peines discontinuées, dans la mesure du possible, leur permettant ainsi de rester en contact

14) ENTENTES FISCALES

Nous recommandons que les ententes fiscales fédérales-provinciales soient fondées sur la reconnaissance du principe de l'égalité des sexes, tout en tenant compte des incidences sociales et économiques particulières qu'ont sur les femmes les divers programmes conjoints. Nous recommandons que le gouvernement fédéral et les gouvernements provinciaux accordent dans leurs budgets un caractère prioritaire aux divers programmes relatifs aux services sociaux.

13) RÉGULATION DES NAISSANCES

Nous recommandons au ministère fédéral de la Santé et du Bien-être d'augmenter ses subventions aux associations de régulation des naissances et aux divers autres projets de planisme familial.

12) DROIT FAMILIAL

Les Conseils conjoints du statut de la femme invitent instamment le gouvernement fédéral à garder la compétence qu'il exerce en matière de divorce.

Nous recommandons qu'un service de transport soit assuré aux femmes à l'expiration de leur peine, à partir de la prison ou du centre correctionnel jusqu'au lieu de leur jugement.

Nous recommandons que les femmes incarcérées aient les mêmes possibilités que celles qui sont offertes aux hommes, notamment en matière de formation et de services récréatifs, religieux et autres.

Nous recommandons qu'un service de transport soit assuré aux femmes à l'expiration de leur peine, à partir de la prison ou du centre correctionnel jusqu'au lieu de leur jugement.

Nous recommandons que les femmes doivent souvent purger leur peine loin de leur milieu culturel habituel.

étroit avec leur famille et leur milieu. Cette mesure serait particulièrement utile dans la région du Nord de l'Ontario, où les femmes doivent souvent purger leur peine loin de leur milieu culturel habituel.

Commission soit composée de membres des divers conseils consultatifs et de représentants du secteur public, du secteur privé, des organismes féminins, des syndicats, etc.

Que les Conseils conjoints du statut de la femme invitent instamment les provinces à adopter une stratégie d'emploi touchant les femmes dans les années 1980, comportant le principe "à travail égal, salaire égal", des programmes obligatoires d'action positive et de conformité à la loi dans les contrats, ainsi qu'une politique complète de services de garderies reconnaissant aux femmes le droit de participer au marché du travail et assurant des programmes de formation aux femmes touchées par les changements technologiques et à celles qui réintégreront le marché du travail.

Cette stratégie d'emploi devrait également prévoir des dispositions plus générales touchant les congés de maternité, de paternité et d'adoption, des dispositions nouvelles dans le Régime de pension du Canada touchant les personnes ayant quitté prématurément le marché du travail (dans toutes les provinces sauf au Québec, qui tient compte de ces travailleurs), la jouissance anticipée des rentes de retraite pour les femmes et des prestations pour les travailleurs à temps partiel au prorata de leur cotisation.

Nous appuyons l'élargissement des programmes d'emplois communautaires tels que le Outreach Program for Women's Employment Counseling, et le fait qu'ils soient subventionnés et aient directement accès aux services officiels d'emploi. Le programme du Women's Employment Counseling devrait continuer d'être un programme communautaire distinct à l'intention des femmes de la Commission intégré aux programmes de l'immigration. Nous souhaitons que le gouvernement fédéral tienne l'engagement pris en avril 1980 d'assumer un rôle moteur à cet égard par la mise sur pied d'un programme dynamique d'action positive dans le secteur public, sous la direction du Conseil du Trésor et à l'aide d'une meilleure planification des ressources humaines. Dans ce contexte, le Conseil du Trésor et les divers ministères fédéraux devraient se fixer des objectifs obligatoires touchant la mise

en œuvre de programmes d'action positive et faire rapport au Parlement sur la réalisation de ces objectifs. En outre, le gouvernement fédéral devrait rendre public chaque année un rapport sur la mise en œuvre de son programme d'action positive lors de réunions publiques.

5) CONGÉS DE MATERNITÉ

Nous recommandons l'élimination de la "clause des 11" touchant les congés de maternité, qui devraient également être accordés aux parents adoptifs. Nous nous inquiétons de ce que les exceptions prévues en cas de départ volontaire puissent écarter les parents obligés de quitter leur travail pour des motifs tels que le manque de services de garderies, le harcèlement sexuel, le fait de suivre un conjoint qui doit travailler ailleurs, ou pour toute autre raison légitime.

6) SERVICES DE GARDERIES

Nous recommandons que les subventions pour la garde des enfants ne servent pas exclusivement aux assistés sociaux. Le financement de la garde des enfants doit tenir compte de ce modèle social, mais il doit aussi être fondé sur un modèle éducatif. En outre, les locaux scolaires excédentaires devraient également servir aux programmes de garderies des divers ministères provinciaux de l'Éducation.

Nous recommandons que la situation des services de garderies dans toutes les provinces fasse l'objet d'une étude particulière dans le cadre du mandat de la Commission royale d'enquête sur la situation des femmes sur le marché du travail, dont la création est demandée par les Conseils conjoints.

7) PENSIONS

Nous recommandons que les demandes de répartition des pensions puissent être faites en tout temps avant la retraite, et non plus exclusivement dans les trois ans suivant le jugement définitif.

8) VIOLENCE À L'ENDROIT DES FEMMES

Attendu que l'article 5 de la convention des Nations Unies sur l'élimination de toutes les formes de discrimination à l'endroit des femmes invite les États membres à prendre toutes les mesures nécessaires pour modifier les modèles socio-culturels de

Résolutions conjointes des Conseils provinciaux et du Conseil fédéral

1) RATIFICATION DE LA CONVENTION DES NATIONS UNIES

Que les Conseils consultatifs conjoints sur le statut de la femme fassent pression sur les gouvernements provinciaux qui n'ont pas encore ratifié la convention des Nations Unies et sollicitent leur appui pour faire en sorte que le Canada la ratifie.

Que les participants à la rencontre du 1^{er} novembre désignent un de leurs membres chargé de coordonner leurs efforts en ce sens et d'en faire rapport aux autres Conseils, et que d'autres organismes féminins soient invités, au besoin, à participer à cette action.

Les Conseils conjoints du statut de la femme sont heureux de voir que les débats constitutionnels semblent terminés, mais craignent qu'il n'en subsiste de la rancoeur et de la division.

Les droits des femmes auraient dû être protégés de façon inviolable dans la constitution, car les droits fondamentaux ne devraient pas pouvoir être suspendus ou restreints par une législation sans un amendement à la constitution. Au titre de l'accord constitutionnel, les législatures provinciales peuvent se prévaloir d'une clause dérogatoire touchant les droits à l'égalité. Ces droits ne sont donc pas inviolables et sacrés, en raison de cette clause dérogatoire. Or, dans notre société, les droits des femmes à l'égalité avec les hommes ne peuvent être conditionnels ou restreints.

Nous donnons avis aux législatures que nous nous opposerons collectivement à toute tentative visant à restreindre les droits des femmes à l'égalité.

Nous demandons instamment aux premiers ministres provinciaux d'éliminer cette clause dérogatoire contenue dans l'entente fédérale-provinciale. Nous les prions en outre de reconnaître publiquement que l'égalité de garantie des droits pour les deux

3) VIOL ET VOIES DE FAIT À CARACTÈRE SEXUEL

sexes (article 28) n'a jamais été, dans leur intention, et ne sera jamais assujettie à cette clause dérogatoire.

Les termes de l'article 28 doivent demeurer inchangés: "Indépendamment des autres dispositions de la présente charte, les droits et libertés qui y sont mentionnés sont garantis également aux personnes des deux sexes."

- 1) Que soit éliminé du Code l'expression "à caractère sexuel", qui tend à renforcer le stéréotype selon lequel le viol relève du sexe plutôt que de la violence.
- 2) Que les antécédents de la victime ne soient pas pris en compte, sauf si ses relations avec l'accusé ont un rapport avec l'affaire.
- 3) Que la preuve corroborante relative aux déclarations de la victime ne soit plus indispensable, sauf dans les cas de doute raisonnable.
- 4) Que soit envisagée la possibilité d'une peine minimale en cas de viol.
- 5) Que les conjoints ne soient plus à l'abri des inculpations de viol.
- 6) Que la non-résistance ne puisse être interprétée comme un acquiescement.
- 7) Que l'on évite, dans ce projet de loi et dans tout autre, l'utilisation d'un langage général, qui s'est révélé trompeur et source de confusion.
- 8) Que les hommes et les femmes reçoivent un traitement égal, sans égard à leur qualité de victime ou de coupable.

4) MESURES TOUCHANT L'EMPLOI FÉMININ DANS LES ANNÉES 1980

Qu'une Commission royale d'enquête sur le statut de la femme et l'emploi féminin soit constituée pour évaluer les programmes d'action positive et les travaux déjà accomplis en ce domaine, élaborer des projets de programmes et présenter des recommandations.

Comme les femmes représenteront 70% des nouveaux arrivants sur le marché du travail dans les années 1980, il importe qu'elles participent à cette enquête et que la

RECONSIDÉRATION DES DÉCISIONS

La Commission devrait obligatoirement reconsidérer ses décisions conformément aux principes de la justice naturelle.

SANCTION

Le Conseil recommande que l'imposition d'une sanction soit le signe manifeste que le gouvernement de l'Ontario considère toute infraction au Code comme une violation grave. Il suggère que les particuliers coupables d'une infraction soient passibles d'une amende d'au plus 25 000 \$, et que les personnes morales soient passibles d'une amende d'au plus 100 000 \$.

POURSUITES

Le Conseil recommande que la Commission avise le procureur général de son intention d'interester des poursuites, plutôt que de lui demander son consentement.

À TRAVAIL ÉGAL, SALAIRE ÉGAL

Le Conseil recommande qu'un article soit ajouté stipulant que les femmes doivent, à travail égal, recevoir un salaire égal, comme le stipulent la Loi canadienne sur les droits de la personne et le Code des droits de la personne du Québec.

INJONCTIONS

Le Conseil suggère l'ajout du paragraphe suivant:

"Lorsqu'une personne est reconnue coupable d'une infraction au Code, la Commission peut par assignation en référé demander une ordonnance lui interdisant de poursuivre ou de répéter la violation, et le juge peut émettre l'ordonnance qu'il considère appropriée."

LANGAGE SEXISTE

Le Conseil recommande que le langage du projet de loi soit modifié de façon à avoir un caractère non sexiste.

ACTION EN JUSTICE

Le Conseil recommande d'établir clairement qu'une infraction au Code autorise un plaignant à s'adresser aux tribunaux pour recevoir une indemnité, en plus de s'adresser à la Commission.

c'est l'employeur qui devrait prouver que le traitement préférentiel qu'il accorde est non seulement raisonnable, mais nécessaire.

PROGRAMMES D'ACTION POSITIVE

Le Conseil est d'avis qu'il est du devoir de la Commission de s'assurer que les employeurs ont des politiques et des pratiques de promotion de l'égalité des femmes et qu'à cet égard, la Commission devrait être tenue de surveiller les politiques et les pratiques des employeurs ontariens touchant leur personnel féminin.

Le Conseil recommande également que le gouvernement de l'Ontario et ses mandataires ne soient pas dispensés de l'examen par la Commission de leurs programmes d'action positive.

UTILISATION RESTREINTE D'INSTALLATIONS POUR DES RAISONS FONDÉES SUR LE SEXE

Selon le Code, ne constitue pas une atteinte au droit de traitement égal en matière de services et d'installations le fait de restreindre ces services et installations à des personnes du même sexe pour des raisons de décence.

Le Conseil s'inquiète de ce que le terme "décence" puisse être interprété dans un sens large, et que les jeunes filles pourraient ne pas pouvoir s'adonner à certains sports avec des garçons pour des raisons de décence touchant le contact physique, les vestiaires, etc. Il suggère que la "décence" soit définie de façon plus restreinte.

UTILISATION COMMUNE D'UN LOGEMENT

En matière d'occupation d'un logement, la seule discrimination autorisée devrait l'être lorsque le propriétaire partage la même salle de bain, la même entrée ou la même cuisine. Si les logements sont entièrement séparés, aucune discrimination ne devrait être permise pour des raisons fondées sur le sexe, l'état matrimonial ou l'état familial.

CONTRATS DU GOUVERNEMENT

Le gouvernement de l'Ontario devrait mettre sur pied un programme lui permettant de s'assurer que ceux qui reçoivent des fonds publics en exécutant des contrats respectent les objectifs d'égalité des chances visés par la province.

FONCTIONS DE LA COMMISSION DES DROITS DE LA PERSONNE DE L'ONTARIO

Le Conseil recommande à la Commission de recourir le plus souvent possible à des programmes d'action positive en vue de redresser la situation inégale des femmes dans la société ontarienne. La Commission devrait avoir le pouvoir de recommander ou d'amorcer l'adoption et la mise en œuvre de programmes spéciaux visant à encourager le recrutement, l'embauchage, la formation ou la promotion. Elle devrait également avoir le pouvoir de surveiller ces programmes pendant plusieurs années.

POUVOIRS LORS D'UNE ENQUÊTE

Le Code devrait indiquer clairement les pouvoirs de la Commission lors d'une enquête. La personne autorisée à faire une enquête sur une plainte devrait pouvoir :

- a) exiger la production, pour inspection, de tout document, ouvrage ou dossier de la personne dont la conduite est visée par la plainte;
- b) exiger la production, pour inspection, des demandes d'emploi, des feuilles de paie, des dossiers, registres, documents et photocopies en possession de toute personne;
- c) obtenir des renseignements, ou prendre des extraits ou tirer des photocopies de tout dossier et document mentionnés en a) et b).

En outre, afin de renforcer les pouvoirs d'enquête de la Commission,

"La Commission ou toute personne désignée par elle peut, si une demande refuse de se conformer à une demande précédente, demander à un juge de la Cour suprême une ordonnance obligeant la personne dont la conduite est visée par la plainte ou toute personne en possession des documents recherchés, de les produire immédiatement devant la Commission ou la personne désignée, et le juge peut émettre toute autre ordonnance qu'il (ou elle) considère nécessaire pour appliquer les dispositions des articles précédents."

Projet de loi n°7 — Loi pour réviser et accroître la protection des droits de la personne en Ontario

lui-même qui devrait être interdit. C'est là un terme plus compréhensible que le terme "solicitation" ou "avance", son sens est très clair, et il est même défini dans le Code: "le fait . . . de s'adresser à des remarques ou à des gestes vexatoires . . ."

!!!!) On devrait définir plus clairement la personne occupant un poste de commandement, et englober le représentant de cette personne ayant pouvoir de faire subir des conséquences économiques à la personne harcelée, ou l'autorité nécessaire pour sanctionner et empêcher ce comportement.

LIMITE D'ÂGE

Il ne devrait pas y avoir de limite d'âge pour la retraite, et la mention d'une limite minimale de 18 ans pourrait causer certains problèmes aux jeunes femmes.

CARACTÉRISTIQUES D'ORDRE PHYSIQUE

Tout comme l'incapacité physique ne peut être motif de discrimination, la taille et le poids ne devraient pas non plus être des motifs de discrimination.

ÉTAT FAMILIAL

Le Code définit l'état familial comme étant "le fait de se trouver dans une relation parent-enfant". Le Conseil recommande d'élargir cette notion, qui devrait englober les proches parents.

PERSONNES

Le Conseil recommande qu'une définition des "personnes" soit ajoutée au Code et comprenne les groupes de personnes, de façon à permettre à un groupe de femmes d'interprendre une action collective dont les résultats s'appliqueraient à toutes les femmes dans des circonstances semblables.

EMPLOI

Le Code autorise, en matière d'emploi, un traitement différentiel fondé sur une exigence ou une qualité raisonnable véritablement requise dans les circonstances. Le Conseil est d'avis qu'à de très rares exceptions près, les femmes ne devraient pas être empêchées d'occuper un emploi dans la société, et que

En juin 1981, le Conseil faisait connaître au Comité permanent sur le Développement des ressources son point de vue sur les modifications à apporter au Code des droits de la personne, dans les domaines ci-après.

PRÉAMBULE

Que le préambule contienne un énoncé de principe reconnaissant que chaque personne a une dignité et des droits égaux, et que même si les droits protégés par le Code sont limités, ils ne s'appliquent pas moins également à tous sans discrimination.

MOTIFS DE DISCRIMINATION

Tous les motifs de discrimination devraient s'appliquer partout dans le Code. Par exemple, l'état d'assisté social devrait également être un motif de discrimination illicite en matière d'emploi et de services, l'omission d'un motif dans un domaine particulier pouvant être interprétée par le public comme une indication selon laquelle une discrimination dans ce domaine est acceptable.

DISCRIMINATION — LOGEMENT, EMPLOI ET ASSOCIATIONS PROFESSIONNELLES

Toutes les personnes devraient avoir

- des droits égaux en matière d'accès à un logement et d'occupation d'un logement
- des droits égaux en matière d'accès à un emploi et des possibilités égales de promotion par la suite
- des droits égaux en matière d'adhésion à une association professionnelle et de traitement par la suite.

(L'application du projet de loi est trop

restrictive.)

HARCELEMENT SEXUEL

Le Conseil approuve le principe de l'interdiction du harcèlement sexuel mais s'interroge sur la formulation de trois points particuliers:

i) Il faut d'abord prouver le caractère importun des "avances", mais s'il faut en plus prouver leur caractère persistant, il est impossible de savoir combien il faut de "solicitations" ou "d'avances" pour qu'elles soient persistantes.

ii) Les sollicitations ou avances ne comprennent pas tous les cas de harcèlement sexuel. C'est le harcèlement

Enquête sur l'éducation au palier secondaire — Mesures prises

En décembre 1980, le Conseil présentait un certain nombre de recommandations au palier secondaire (voir le Septième rapport annuel du Conseil ontarien du statut de la femme). En mai 1981, il communiquait au comité ses réactions à son rapport d'étude.

1. Comme les recommandations du rapport d'étude ne traitent pas de la nécessité d'intégrer au programme de base l'étude de la condition féminine et de l'évolution des rôles des femmes et des hommes dans la société, le Conseil recommande d'ajouter la proposition suivante:

"Que l'étude de la condition féminine soit intégrée au programme de base, par exemple aux cours d'histoire, de commerce et d'économie, de droit et de sciences sociales, de façon à sensibiliser les élèves à l'évolution du rôle des hommes et des femmes dans la société."

2. Des rapports récents concluent à une répartition inégale des subventions aux sports entre les garçons et les filles. Le Conseil recommande donc d'ajouter à la Recommandation 72 les mots suivants "avec une attention particulière à l'égalité d'accès aux activités et aux subventions parascolaires."

3. Étant donné que le public est de plus en plus sensibilisé au phénomène des femmes brutalisées, le Conseil recommande d'ajouter à la liste de la Recommandation 81 les refuges pour femmes victimes de voies de fait, les centres d'accueil pour les victimes de viol, et la Commission ontarienne des droits de la personne pour les victimes de harcèlement sexuel.

4. En ce qui a trait à l'orientation, le Conseil est d'avis que la Recommandation 92 est formulée de façon trop générale et ne permet pas de s'assurer que la définition d'emploi des conseillers d'orientation englobe la responsabilité de dispenser des conseils non sexistes sur les possibilités de carrière de façon à encourager les femmes à explorer des domaines non traditionnels. Le Conseil est également d'avis qu'il importe d'informer les parents sur les possibilités de carrière par l'organisation de soirées d'information à leur intention. Il importe également que les conseillers d'orientation soient sensibilisés aux besoins particuliers des élèves de sexe féminin. À cet effet, des cours de formation et des programmes de recyclage à l'intention des enseignants devraient être obligatoires.
5. On ne saurait trop souligner l'importance des modèles féminins dans le système d'éducation. Le Conseil recommande que chaque conseil de l'éducation ait un comité sur le statut des femmes et un membre du personnel spécialement chargé des questions touchant le personnel et aux programmes relatifs aux élèves et aux enseignants de sexe féminin, et qu'un programme d'action positive soit mis en oeuvre à l'échelon des conseils scolaires pour encourager l'embauchage et la promotion de personnel féminin à tous les niveaux.
6. Le Conseil recommande que l'étude du vieillissement fasse partie des cours de préparation à la vie.

Recommandation 2.7

Que le Conseil ontarien du statut de la femme soutienne le Conseil consultatif canadien de la situation de la femme en ce qui concerne les changements préconisés au Régime d'assistance publique du Canada.

Réaction du gouvernement

Le revenu personnel sert de base à l'évaluation des besoins des épouses brutalisées qui demandent une aide d'urgence. Lorsqu'il est question d'une aide à long terme, le revenu du conjoint peut être considéré en ce qui a trait aux paiements relatifs à l'entretien de l'épouse et des enfants à charge. Des poursuites peuvent être intentées devant les tribunaux par l'épouse. Dans les cas où cela pourrait entraîner des voies de fait contre l'épouse, il arrive souvent qu'aucune mesure n'est prise.

Réaction du gouvernement

Quant aux exigences en matière de résidence imposées aux femmes qui arrivent dans une maison de transition, elles ne sont pas le fait des autorités fédérales ou provinciales, mais il semblerait qu'elles découlent des règlements des municipalités locales. Ces règlements peuvent être contestés s'ils s'appliquent à l'assistance publique (soins et entretien). Les municipalités ont cependant pouvoir d'imposer des exigences en matière de résidence en ce qui a trait aux services tels que le counselling. Lorsque des services tels que des garderies, des services de consultation, des centres de jour et des programmes d'assistance sont fournis en cas d'urgence, il est possible de les négocier dans le cadre des dispositions actuelles du Régime d'assistance publique du Canada.

AUTRE RECOMMANDATION

Le comité permanent du Conseil sur les épouses victimes de voies de fait a recommandé la constitution d'un registre relatif à l'éducation familiale et aux cas de mauvais traitements, pour les raisons suivantes:

La violence entre les époux, les mauvais traitements aux enfants et les voies de fait sur les parents font partie de la vie familiale en Ontario. Des mesures spéciales doivent être prises pour réduire ce phénomène, et les politiques mises en oeuvre n'ont actuellement qu'une efficacité toute relative. Une mesure constructive qui aide, en partie, à réduire et à empêcher la violence familiale est l'existence du registre des enfants maltraités, qui permet aux sociétés d'aide à l'enfance de prendre la défense des enfants victimes de mauvais traitements.

Réaction du gouvernement

La recommandation portant sur la création d'un registre analogue au registre des enfants maltraités soulève certaines questions, mais le ministère du procureur général reste disposé à en discuter le bien-fondé. Les précisions à ce sujet fournies par le Conseil n'explicitent pas clairement la position du Conseil. Dans ces documents, il n'est nulle part fait mention de l'obligation juridique de signaler les cas d'épouses victimes de voies de fait, même si la recommandation initiale du Conseil en parlait. Plutôt que d'instituer un registre provincial, il serait plus utile d'avoir un mécanisme local analogue à l'équipe d'intervention des services sociaux de la Communauté urbaine de Toronto.

De l'avis du Conseil, tout comme le gouvernement de l'Ontario a décidé qu'il lui était légitime d'intervenir dans les familles au nom des enfants, il importe que les adultes et les preuves de violence physique soient considérés comme des preuves irréfutables que la violence subie est inacceptable pour les victimes, et partant pour la société.

L'institution d'un registre relatif à l'éducation familiale et aux cas de mauvais traitements permettrait de lutter contre ce problème en indiquant publiquement que les cas de brutalité familiale seront portés à l'attention de la province et consignés dans ce registre, et que le greffier chargé de sa tenue a mission d'empêcher qu'ils ne se répètent.

traitées dans la loi, elles devraient faire l'objet de dispositions particulières dans des lois telles que la Loi portant réforme du droit de la famille.

Recommandation 1.14

Que le procureur général, coopérant avec la Commission de police de l'Ontario, alloue à toutes les forces de police de l'Ontario les ressources nécessaires pour pouvoir faire intervenir en cas de nouvelle crise familiale un service semblable au Service de conseil aux familles de la police de London.

Réaction du gouvernement

Lorsque les ressources financières le permettent, des équipes d'intervention lors de crise familiale devraient être instituées dans le but de travailler étroitement avec les forces de police. Elles ne seraient cependant pratiques que dans les corps de police moyens ou importants. Le corps de police de la Communauté urbaine de Toronto est en voie de mettre sur pied une équipe de ce genre.

Recommandation 1.15

Que le procureur général, coopérant avec la Commission de police de l'Ontario, publie une brochure faisant état des ressources judiciaires et de la réforme du droit familial, et que la police utilise cette publication pour faire connaître aux victimes les possibilités que leur donne la loi.

Réaction du gouvernement

Le ministre du procureur général demandera à la Commission de police de l'Ontario d'étudier la possibilité de publier une brochure pratique à l'intention des épouses victimes de voies de fait, sur les droits qui leur sont reconnus.

Recommandation 2.2

Que le gouvernement de l'Ontario reconnaisse les voies de fait exercées sur une épouse comme un problème social grave ayant des implications économiques, médicales, juridiques et pédagogiques, et qu'afin de mieux délimiter l'importance de ce problème en Ontario, des fonds soient alloués à des recherches et à la collecte de données statistiques à ce sujet.

Réaction du gouvernement

Les demandes de subventions touchant les projets de recherche sur les épouses brutalisées ou la violence au foyer peuvent être envoyées à la Direction de la recherche du ministère des Services sociaux et communautaires.

Recommandation 2.3

Que des recherches sur les causes de la violence familiale, de la violence entre époux,

de la violence contre les enfants, et plus particulièrement des voies de fait sur la

personne d'une épouse, soit financées par le gouvernement de l'Ontario. Ces recherches devraient permettre de définir les principes théoriques d'un programme d'action préventive visant à limiter, et finalement à éliminer ce problème social.

Réaction du gouvernement

De façon générale, le réseau de Services de santé publique de l'Ontario dispense des services aux familles qui présentent des problèmes. Ils comprennent souvent une surveillance à long terme en collaboration avec un organisme local de santé mentale, et les épouses victimes de voies de fait sont parmi les prestataires des services dispensés par les Services de santé publique.

Recommandation 2.5

Que le ministère de l'Éducation élabore un programme-cadre portant sur des cours de préparation à la vie, traitant des méthodes de résolution des conflits interpersonnels, des techniques de réduction de la tension nerveuse et de maîtrise de la colère, et que ces cours fassent partie du programme de base.

Réaction du gouvernement

Le ministère de l'Éducation prépare actuellement un programme-cadre portant sur un cours intitulé "L'art de vivre/Préparation à la vie". Ce programme-cadre devrait présenter, entre autres, des techniques de résolution des conflits interpersonnels, de réduction de la tension, etc. Dans la section portant sur le droit, le ministère étudiera la possibilité d'intégrer de l'information sur les épouses victimes de voies de fait.

Recommandation 2.6

Que le procureur général ou le secrétaire de la province à la Justice tienne une consultation sur les voies de fait sur la personne d'une épouse comme on l'a fait à propos du viol et que les victimes de ces voies de fait soient entendues.

Réaction du gouvernement

Le gouvernement de l'Ontario se tient constamment informé des questions touchant les épouses victimes de voies de fait. Néanmoins, il pourrait envisager la tenue d'une consultation ou d'un colloque, si des propositions détaillées à cet égard lui sont faites et moyennant les fonds disponibles.

Réaction du gouvernement

En Ontario, cette agression est déjà considérée comme un crime contre la société, et les dispositions du code criminel s'y appliquent. Les procureurs de la Couronne ont ordre d'engager vigoureusement des poursuites dans tous ces cas.

Recommandation 1.8

Que les policiers et les juges soient amenés à considérer la violence entre personnes sans liens de parenté.

Réaction du gouvernement

Aux yeux des policiers, les voies de fait au foyer sont tout aussi graves que les voies de fait entre étrangers. Le Comité de liaison sur l'exécution des ordonnances en matière de droit familial recommandera que les cours de formation policière abordent cette question.

Recommandation 1.9

Que la loi oblige à signaler les cas d'épouses brutalisées et à les consigner à l'échelon provincial, de la même manière que l'on tient actuellement un registre des cas de mauvais traitements infligés aux enfants au ministère des Services sociaux et communautaires.

Réaction du gouvernement

Tout en reconnaissant les difficultés pour une femme brutalisée à signaler son cas, on ne peut comparer sa situation à celle d'un enfant dans des circonstances analogues. La plupart du temps, l'enfant ne peut signaler son cas à la police ou à des organismes d'aide à l'enfance. Il fallait donc obliger légalement les personnes ayant connaissance de ces mauvais traitements à les porter à l'attention des autorités responsables. En outre, il existe un organisme qui peut recourir au registre des cas de mauvais traitements infligés aux enfants et suivre ces derniers dans leurs déplacements. Les sociétés d'aide à l'enfance, une fois informées, peuvent prendre les mesures nécessaires pour assurer le bien-être de ces enfants. Il n'y a pas d'organisme de ce genre ayant mandat d'intervenir dans le cas des adultes.

Recommandation 1.10

Que la victime puisse sur-le-champ porter plainte auprès du policier chargé de l'enquête, plutôt que de devoir se rendre spécialement devant le juge de paix le lendemain, la police portant alors l'accusation.

Réaction du gouvernement

La loi ne permet pas de porter plainte auprès du policier chargé d'une enquête. La recommandation qui est faite représenterait un

changement radical par rapport à la situation actuelle, qui oblige à s'adresser au pouvoir judiciaire. Si le système actuel entraîne des problèmes, il constitue cependant la meilleure façon de prévenir les abus en matière d'administration de la justice.

Recommandation 1.11

Qu'un tribunal "du lendemain matin" soit institué pour permettre une audition immédiate, la victime étant toujours en danger. S'il n'existe pas de pareil tribunal, que de prompts mesures soient prises, la cause devant être entendue sans possibilité d'ajournement du jugement.

Réaction du gouvernement

L'institution d'un tribunal "du lendemain matin" pose bien des problèmes. Le droit à un avocat et l'obligation qu'a la Couronne de prouver la culpabilité hors de tout doute raisonnable sont deux des facteurs qui rendent difficile l'institution de procès expéditifs. Les procureurs de la Couronne essaient cependant d'accélérer les procédures dans ces cas, compte tenu de leur nature même et de leur volume important.

Recommandation 1.12

Que les juges soient priés de réserver un jour de la semaine aux litiges conjugaux.

Réaction du gouvernement

Le principal obstacle à la fixation d'un jour donné, chaque semaine, pour les litiges conjugaux, est que l'on pourrait croire que les autres litiges graves sont considérés moins importants.

Recommandation 1.13

Que le Bureau du procureur général reconnaisse la nécessité de sensibiliser les procureurs et les juges à la réalité et à la spécificité des besoins de la victime en cas de voies de fait sur la personne de l'épouse, et que les verdicts soient inspirés par l'imagination et le souci d'innover. On pourrait par exemple décréter qu'une partie des revenus du mari serait laissée à la disposition de l'épouse pour servir en cas de regain de violence familiale.

Réaction du gouvernement

Les tribunaux de juridiction criminelle n'ont que des pouvoirs limités en matière de verdict. Il n'est pas réaliste de leur demander des ordonnances d'aide financière à l'épouse victime de voies de fait. Mis à part les problèmes d'ordre constitutionnel, ils n'ont pas les ressources administratives pour s'impliquer directement dans des questions de biens qui relèvent de la compétence des tribunaux civils. Si ces questions financières peuvent être

Les épouses brutalisées — Réaction du gouvernement

En mai 1980, le Conseil a organisé un colloque sur les épouses victimes de voies de fait. Un comité permanent a ensuite été mis sur pied pour étudier les recommandations présentées au cours du colloque et préparer un mémoire sur la question. Ce mémoire fut présenté au gouvernement par le Conseil en 1981. Nous présentons ci-après la réaction du gouvernement en regard des recommandations du mémoire.

Recommandation 1.2

Que la Commission de police de l'Ontario soit priée de veiller à ce que **chaque** policier de la province reçoive au moins 100 heures de formation dans le domaine de l'intervention en cas de crise.

Réaction du gouvernement

Le Comité de liaison sur l'exécution des ordonnances en matière de droit familial recommandera à l'École de police de l'Ontario d'assurer la formation des policiers en matière de violence familiale et d'intervention en cas de crise.

Recommandation 1.3

Que l'attention des autorités policières soit attirée sur l'opportunité du recours à l'article 31 du Code criminel, relatif à l'incarcération de l'auteur d'une agression pendant la nuit qui suit son arrestation.

Réaction du gouvernement

Cet article ne s'applique guère dans la plupart des conflits familiaux, en raison de l'absence d'infraction. Dans certains cas graves, lorsque le comportement équivaut à une atteinte à l'ordre public, des accusations criminelles plus graves peuvent s'appliquer.

Recommandation 1.4

Que des centres d'hébergement pour les femmes constituent le refuge vers lequel les services communautaires orienteront les femmes brutalisées et qu'ils servent en même temps de lieu de coordination.

Réaction du gouvernement

Les centres communautaires d'aide juridique et le régime d'aide juridique assurent déjà aux femmes une assistance juridique.

Un service de soins de santé en cas d'urgence est offert aux femmes victimes de voies de fait, et les responsables de ces soins sont invités à répondre aux besoins spéciaux de ces femmes.

Les services communautaires au titre du programme communautaire de santé mentale pour adultes sont en voie d'expansion et la priorité est accordée à l'implantation de services de base dans les régions où il n'y en a pas encore. Les organismes communautaires de santé mentale offrent leurs services à divers clients, notamment aux femmes victimes de voies de fait. Il a été prévu récemment de financer au moins un service de consultation en santé mentale à l'intention des femmes.

Recommandation 1.5

Qu'une coordination soit assurée par une personne désignée par le ministère des Services sociaux et communautaires pour aider l'Ontario Association of Interval and Transition Houses à prendre les dispositions financières de

l'intervention en cas de crise de pouvoir consacrer leur temps et leur talent aux victimes d'actes de violence familiale. La personne chargée de cette tâche de coordination serait en outre le porte-parole de l'association.

Réaction du gouvernement

Il semblerait plus approprié que la responsabilité de cette coordination soit prise en charge par des bénévoles, le financement nécessaire se faisant à l'échelon local. Le ministère des Services sociaux et communautaires pourrait cependant désigner un fonctionnaire pour faciliter la liaison entre le ministère et l'OATH aux fins de transmission de l'information.

Recommandation 1.6

Que l'on encourage des milieux d'affaires ou des fondations à retenir les services d'un organisateur de souscriptions qui recueillerait les fonds nécessaires aux centres d'hébergement pour les femmes.

Réaction du gouvernement

Le ministère des Services sociaux et communautaires vient d'entreprendre une révision de son rôle en matière de financement des foyers et des maisons de transition. Le mémoire du Conseil sera pris en considération au cours de cette étude.

Recommandation 1.7

Que l'agression des épouses soit considérée comme un crime contre la société.

Les droits de la veuve sur le patrimoine familial — Mesures prises

À sa réunion du 4 mars 1982, le Conseil discuta de ces questions et adopta la résolution suivante:

“Le Conseil ontarien du statut de la femme réitère son appui au principe selon lequel les veuves devraient avoir les mêmes droits que les personnes divorcées ou séparées et recevoir une part équitable du patrimoine familial lorsque leur mariage prend fin.

Nous demandons tout d'abord au gouvernement de l'Ontario de laisser au conjoint survivant la faculté d'accepter la succession prévue dans le testament du conjoint décédé ou de choisir une part automatique d'au moins 125 000 \$ de la succession, qui serait stipulée dans une modification aux dispositions de la Loi

portant réforme du droit des successions. Nonobstant la possibilité pour le conjoint survivant de réclamer une part automatique de la succession, les personnes à charge pourraient toujours, comme le leur permet actuellement la loi, faire valoir leurs droits à la succession.

Cette solution provisoire aurait pour effet de protéger le conjoint déshérité, sans imposer un régime successoral universel à toutes les familles, et sa mise en oeuvre serait très simple.

Nous demandons au gouvernement d'étudier cette proposition attentivement.”

Le rapport final de la Section des testaments de l'Association du Barreau canadien était en voie d'élaboration au moment de la préparation du présent rapport annuel.

En septembre 1980, le Conseil a présenté au gouvernement un mémoire sur les droits de la veuve sur le patrimoine familial (voir le Septième rapport annuel du Conseil ontarien du statut de la femme).

Le procureur général de l'Ontario, M. Roy McMurry, a soumis la question de la protection des droits de la veuve sur patrimoine familial à la Section des testaments de l'Association du Barreau canadien et lui a demandé d'étudier attentivement le mémoire du Conseil.

La Section des testaments préparera un rapport provisoire et le remit à l'avocate Linda Silver Dranoff, qui avait préparé le mémoire du Conseil en qualité de vice-présidente. Le 23 février 1982, Madame Dranoff participa à une réunion avec la section pour faire connaître le point de vue du Conseil sur ce rapport, faire le point sur les questions étudiées et analyser diverses solutions possibles.

Les auteurs du rapport atténuaient leur point de vue et reconnurent qu'il pourrait y avoir moyen de corriger l'injustice ressentie par le petit nombre de veuves déshéritées, même si ce problème n'était pas répandu. Ils tenaient cependant à ce que, de façon générale, les testaments ne soient pas assujettis, de par la loi, à une clause de partage obligatoire du patrimoine. Aussi étudieraient-ils avec Madame Dranoff diverses solutions.

AUTRES QUESTIONS

Aileen Manion, deuxième vice-président de l'Alliance de la fonction publique du Canada, a discuté de l'application du principe "à travail égal, salaire égal" dans les domaines de compétence fédérale.

Sheelagh Conway, du Women's Incentive de Windsor, a sollicité l'appui des déléguées en vue d'empêcher le **Windsor Star** de publier des photos de "pin up".

Susan Colley, de **Coalition of Daycare**, a fait un compte rendu des rencontres de son organisme avec le conseil des ministres.

Sarah Kelly, du Seneca College Women's Caucus, a sollicité des lettres d'appui de la part des déléguées en rapport avec les cas de harcèlement sexuel au collège Seneca.

5) En avril 1981, le gouvernement a présenté le projet de loi n° 7, pour réviser et accroître les droits de la personne en Ontario. On y prévoit la protection des personnes contre le harcèlement sexuel et la Commission est autorisée à ordonner la mise en oeuvre d'un programme d'action positive.

(voir le Septième rapport annuel du Conseil ontarien du statut de la femme)

LES DROITS DE LA VEUVE SUR LE PATRIMOINE FAMILIAL

Le Conseil a fait savoir aux déléguées qu'il avait présenté au gouvernement de l'Ontario un mémoire sur les droits de la veuve et le patrimoine familial.

Ce mémoire suggère deux façons de mieux protéger les droits de la veuve:

- 1) accorder aux veuves le droit de réclamer une part du patrimoine en fonction de leur contribution directe ou indirecte à sa constitution;

- 2) garantir aux veuves, dans la Loi portant réforme du droit des successions, la même part minimale que si le défunt n'avait pas laissé de testament. Actuellement, si le défunt laisse plus d'un enfant, la veuve reçoit, en plus d'une première tranche de 75 000 \$, un tiers de la succession, et les enfants se partagent le reliquat.

CONSTITUTION

Les déléguées ont aussi discuté des droits reconnus aux femmes dans la constitution. Elles se sont inquiétées de la clause de dérogation prévue à l'article 33 de la Charte et ont remis au premier ministre de l'Ontario la déclaration suivante:

"La liberté de religion et d'association, le droit à la vie, à la liberté et à la sécurité de sa personne, le droit à l'égalité sans discrimination fondée sur la race, la religion ou le sexe: ce ne sont là que quelques-uns des droits qui sont en danger.

Ce ne sont pas seulement les droits des peuples autochtones et les droits des femmes qui peuvent être suspendus par le gouvernement fédéral et par les provinces.

Les Canadiens ont été induits en erreur.

L'article 33 donne au gouvernement fédéral et aux provinces le pouvoir absolu de suspendre unilatéralement les libertés et droits fondamentaux, ainsi que l'égalité de garantie des droits pour les hommes, les femmes et les enfants. Voilà qui est répugnant et contraire à l'esprit canadien.

L'article 1 de la Charte permet déjà aux législateurs de restreindre les droits et libertés fondamentaux "dans des limites qui soient raisonnables et dont la justification puisse se démontrer dans le cadre d'une société libre et démocratique". C'est à ce genre de disposition qu'a eu recours le premier ministre Trudeau, en 1970, pour justifier l'application de la Loi sur les mesures de guerre. En faut-il davantage?

Nous exigeons une véritable charte des droits, qui fasse en sorte que les droits fondamentaux ne puissent être suspendus par une province ou par le gouvernement fédéral sans modification de la constitution ou sans justification du caractère raisonnable de leur restriction, conformément à l'article 1.

Si les femmes n'ont pas des droits égaux dans notre société et s'il est possible de déroger à l'article 28, mieux vaut ne pas avoir de charte du tout.

Nous voulons une véritable charte des droits, mais si cette charte comporte une clause dérogatoire, mieux vaut ne pas avoir de charte du tout.

Nous voulons une constitution canadienne faite ici même au Canada, mais si le prix à payer est le maintien de l'injustice, c'est là un prix trop élevé pour nous-mêmes, nos enfants et les générations à venir."

Le rapport provisoire fut accueilli avec enthousiasme par les déléguées, qui contribuèrent à l'élaboration du rapport final qui sera présenté au gouvernement de l'Ontario en 1982.

LES FEMMES ET LES CHANGEMENTS TECHNOLOGIQUES

Une table ronde sur les femmes et les changements technologiques fut organisée avec la participation des spécialistes Heather Menzies, auteur de l'ouvrage *Women and The Chip*, et Allan Wolfson, de la Commission de la main-d'œuvre de l'Ontario.

Les changements technologiques ont des incidences importantes sur les emplois traditionnels des femmes. Si les tendances actuelles se poursuivent, plus d'un million de femmes pourraient être en chômage en 1990. Il est donc important de suivre le rythme de ces changements et d'accorder une attention particulière aux programmes de recyclage à l'intention des femmes déjà touchées par ce phénomène.

MÉMOIRE SUR LES STRATÉGIES D'EMPLOI — MESURES PRISES

Le Conseil a fait part aux déléguées des mesures prises par le gouvernement de l'Ontario à la suite du mémoire qu'il lui a soumis sur les stratégies d'emploi.

- 1) Le gouvernement s'est engagé à reconsidérer le cas des travailleurs qui n'ont pas assez cotisé au Régime de pension du Canada et celui des travailleurs à temps partiel (prestations accordées au prorata des cotisations).
- 2) En collaboration avec la Commission canadienne de l'emploi et de l'immigration de la région de l'Ontario, la Commission la main-d'œuvre de l'Ontario prépare un rapport sur l'élaboration d'une stratégie touchant l'emploi féminin.
- 3) En décembre 1980, le ministre des Services sociaux et communautaires a annoncé de nouvelles mesures touchant les garderies.
- 4) Un nouveau règlement en application de la Loi sur les normes d'emploi a été promulgué le 1^{er} janvier 1981 en vue de mieux protéger les domestiques qui travaillent plus de 24 heures par semaine.

Le Conseil ontarien du statut de la femme a accueilli à Toronto, les 22, 23 et 24 novembre, les participantes à la deuxième consultation provinciale annuelle sur les problèmes des femmes. Les déléguées, qui représentaient des groupes de toutes les régions de la province, ont fait part au Conseil de leurs préoccupations et discuté des sujets ci-après.

LES FEMMES ET LE VIEILLISSEMENT

Autour de ce thème principal de la conférence, les déléguées furent invitées à faire connaître leurs vues sur le rapport provisoire du Conseil sur ce sujet.

Le rapport *Les femmes et le vieillissement* décrit la situation des femmes âgées en Ontario selon leur état matrimonial, leurs revenus et leurs conditions de vie. Il aborde aussi les questions de santé, de logement et de sécurité du revenu qui préoccupent les personnes âgées. Il montre que si le vieillissement concerne tout le monde, il présente des difficultés particulières pour les femmes, qui vivent plus longtemps que les hommes et sont plus susceptibles de se retrouver seules et de ne pas avoir de ressources financières suffisantes. Le rapport souligne qu'il est urgent de prendre des mesures immédiates en vue d'alléger le fardeau financier de la génération actuelle des femmes âgées non mariées, dont près de la moitié des plus de 65 ans et les deux tiers de plus de 75 ans ont des revenus inférieurs au seuil de pauvreté.

Le rapport présente aussi des recommandations en vue d'améliorer la situation des femmes sur le marché du travail par le biais de mesures éducatives, l'adoption du principe "à travail égal, salaire égal", des programmes d'action positive et l'élargissement des services de garderies. Il indique que la réforme des pensions revêt un caractère prioritaire, les femmes qui sont sur le marché du travail réclamant des régimes de retraite qui tiennent compte des modalités spéciales de leur travail.

Avec l'aide des personnes ressources Jean Woodsworth (Canadian Pensioners Concerned), Jean Wood (présidente, Comité national d'action) et Doug Rapelje (président, Conseil consultatif de l'Ontario sur l'âge d'or), les déléguées ont discuté des principales questions touchant les femmes âgées en matière de santé, de logement et de réforme des pensions.

Prolongation du mandat du Conseil

- 4) Que le Conseil puisse compter sur les services de spécialistes dans les domaines suivants: droit, éducation, santé, travail et services sociaux.
- 5) Qu'une liste de critères pour les nominations au Conseil soit élaborée en consultation avec les organismes féminins de toute la province.
- 6) Que soit nommé un ministre responsable du statut de la femme ou un comité ministériel sur le statut de la femme, présidé par le secrétaire de la province aux Affaires sociales, et composé du secrétaire de la province au Développement des ressources, du secrétaire de la province à la Justice, du ministre de l'Éducation.
- 7) Que le secrétaire adjoint de la province aux Affaires sociales soit secrétaire de ce comité ministériel et préside un Conseil des sous-ministres sur la situation de la femme.
- 8) Que la directrice du Bureau de la main-d'œuvre féminine préside un comité de coordination interministériel de conseillers politiques sur les questions concernant les femmes.
- 9) Que le Bureau de la main-d'œuvre féminine soit rattaché au secrétariat aux Affaires sociales et devienne le Bureau du statut de la femme, en vue d'assurer une approche unique sur le plan de la coordination des politiques et de la diffusion de l'information.

Le gouvernement de l'Ontario a mis sur pied un mécanisme de révision de tous ses organismes consultatifs en vue d'évaluer leur efficacité et leur apport à l'élaboration de ses politiques et programmes.

L'évaluation du Conseil ontarien du statut de la femme a eu lieu en mars 1982. Dans son rapport, le Conseil de gestion du gouvernement de l'Ontario a émis le jugement suivant:

"La situation des femmes s'est considérablement améliorée en Ontario et un grand nombre des recommandations du Conseil ontarien du statut de la femme ont déjà été mises en oeuvre. Les avis donnés par cet organisme sont toujours nécessaires et précieux pour le gouvernement et le public, et la prolongation du mandat du Conseil ne saurait que profiter aux Ontariens."

Le mandat du Conseil a donc été prolongé sans modification jusqu'au 31 mars 1984.

Le Conseil a présenté les recommandations suivantes au comité d'évaluation:

- 1) Que les fonctions de la présidente du Conseil soient occupées à temps plein.
- 2) Que le Conseil dispose de subventions de recherche appropriées pour s'acquitter de son mandat.
- 3) Que des ressources suffisantes soient mises à sa disposition à des fins de consultation régionale.

Réunions du Conseil

Dans le cadre de son mandat, le Conseil s'est réuni quatre fois au cours de l'année, et des réunions du Comité exécutif ont été tenues entre ces séances. Au cours d'une de ces séances, le Conseil a tenu la deuxième consultation provinciale sur les problèmes de la femme, à laquelle ont pris part un grand nombre de représentantes d'organismes féminins de toute la province.

Des rencontres des Conseils provinciaux et du Conseil fédéral sur le statut de la femme ont également eu lieu à Ottawa et à Vancouver.

LIAISON AVEC LE GOUVERNEMENT

La présidente du Conseil, après chaque réunion, a rendu compte des activités du Conseil à Madame Margaret Birch, secrétaire de la province aux Affaires sociales.

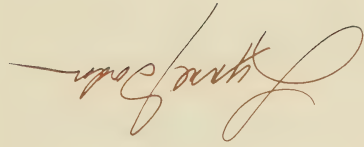
LIAISON AVEC LE PUBLIC

Les membres du Conseil ont accueilli un grand nombre de demandes de conférencières en provenance de divers groupes. Le Conseil a également distribué un nombre croissant de publications à la demande de particuliers et de groupes.

Deux numéros du bulletin STATUS ont aussi été publiés au cours de l'année.

Poursuivons notre lutte, sans nous laisser
abattre par le désespoir, qui ne mène qu'à
l'inaction. Les yeux résolument tournés vers
l'avenir, nous pouvons atteindre nos objectifs en
augmentant notre efficacité sur le plan
politique.

Devant les nombreux problèmes qui nous
concernent tous, hommes et femmes, sachons
être à la hauteur de la tâche immense qu'il nous
reste à accomplir pour assurer l'égalité de tous.

A handwritten signature in dark ink, reading "Lynda Carter". The signature is fluid and cursive, with a long horizontal stroke extending to the left from the end of the name.

Rapport de la présidente

La leçon la plus importante que nous avons retenue est que nous ne pouvons rien faire seules. "Sois bon pour toi et tu le seras pour autrui. Sais-tu qui tu es? Hâte-toi de le découvrir."

Cette maxime de Hillel l'Ancien exprime peut-être le mieux ce qui peut paraître à première vue contradictoire: être bonne pour soi et pour autrui. Mais c'est le mouvement entre deux points de vue qui semblent s'opposer qui constitue l'intentionnalité ou l'action, et c'est cette action qui exprime le mieux l'excellence du travail du Conseil: comment être bonne pour soi-même et pour autrui?

Pour décrire cette action, on peut parler d'un réseau de solidarité constitué par un ensemble de personnes et de groupes qui partagent une vision commune et la mettent au service d'un objectif commun. "Réseau" me semble même un peu faible: il conviendrait plutôt de parler d'un "filet de sécurité".

Cet objectif commun est de devenir les sujets de notre propre histoire, et non simplement l'objet de politiques et de facteurs économiques. Nous devons poursuivre notre critique des présupposés qui sous-tendent les lois et politiques touchant les femmes.

Il n'y a pas d'égalité sans libre choix, ni maîtrise de sa propre vie sans choix éclairé. Mais qu'est-ce que l'égalité?

Si je participe à une course à laquelle prend part Abby Hoffman, où est l'égalité? L'égalité des chances ne garantit pas l'égalité dans les faits. Or, c'est cette dernière que nous visons par notre travail au Conseil.

L'action positive et les divers programmes et politiques qui nous donnent accès aux structures qui régissent notre vie ne sont qu'un premier pas sur la voie de l'égalité.

Il nous faut aussi partager les leviers de commande, apprendre chacun le langage d'autrui, s'informer et agir dans les domaines appropriés, joindre la pratique à la théorie de façon à traduire l'égalité théorique en une égalité de fait. Telle est la raison d'être du Conseil.

Le sectarisme a son rôle: il permet de mettre en évidence les questions importantes qu'il faut résoudre et de porter un jugement éclairé sans lequel nous ne pouvons confondre nos adversaires.

Nous connaissons bien les critiques qui sont formulées touchant les fonctions d'un conseil consultatif et les questions qui sont et doivent être soulevées, dans toute société pluraliste, concernant les priorités, les structures et la représentativité de ces organismes. Ce phénomène est tout à fait normal, et se manifeste même parmi des personnes qui partagent la même vision des choses tout en ayant des vues différentes sur les moyens à mettre en oeuvre pour réaliser un objectif commun.

L'un des aspects les plus importants du mandat du Conseil est d'ordre éducatif: tenir des réunions, élaborer des énoncés de principes et favoriser la discussion publique sur la situation des femmes. Le Conseil s'acquitte de son rôle éducatif par ses interventions d'ordre public et à caractère privé. Au cours de mes mandats successifs à la présidence du Conseil, j'ai eu le rare privilège de scruter de près les rouages du système et de bien connaître les avenues du pouvoir. Mes collègues du Conseil et moi-même n'avons ménagé aucun effort pour démystifier ce système en faisant découvrir aux femmes les liens qui existent entre des sujets de première vue disparates.

Mais ce qui nous procure peut-être le plus de satisfaction dans l'accomplissement de notre mandat éducatif, c'est le travail fait pour la promotion des droits de la femme par toutes ces femmes qui travaillent directement avec les personnes âgées, dans les garderies et les syndicats, auprès des femmes brutalisées et des épouses victimes de viol de fait, avec les immigrantes, les veuves et les divorcées, bref, toutes ces femmes auparavant silencieuses et sans pouvoir. C'est ce travail direct sur le terrain qui nous a fait connaître à toutes le courage dont font preuve dans la vie quotidienne des milliers de femmes.

Souignons, par exemple, le courage de cette femme qui élève seule six enfants à même de maigres prestations sociales, le courage de celle qui se décide à mettre un terme aux brutalités de son mari, le courage de celle qui veut devenir mécanicienne et doit faire face constamment à des mesures de harcèlement au travail. Autant d'exemples de courage qui montrent que malgré l'ampleur des obstacles, nous ne ménagerons rien pour devenir des personnes de plus en plus authentiques, harmonieuses et épanouies.

Membres du Conseil

*Lynne Gordon
Présidente
Toronto
(mandat reconduit de juin 1979 à juin 1982)

*Linda Silver Dranoff
Vice-présidente (nommée en oct. 1980)
Toronto
(mandat de juin 1979 à juin 1982)

Muriel Beatty
Hamilton
(mandat reconduit de juin 1980 à juin 1981)

Gwen Bower-Binns
Ottawa
(mandat de juillet 1981 à juin 1984)

Georgina Calder
Kenora
(mandat reconduit de juin 1981 à juin 1984)

Kathleen Howland
Dunrobin
(mandat de juin 1980 à juin 1983)

*Roberta Jamieson
Réserve indienne des Six Nations
(mandat de juin 1979 à juin 1981)

*William Kelloway
Ottawa
(mandat de juin 1979 à juin 1982)

Annabelle Logan
London
(mandat de juillet 1981 à juin 1984)

Marguerite Martel
North Bay
(mandat d'août 1979 à juin 1982)

Susan Gibson
Administratrice
Bridget Vianna
Agent d'administration
*Comité exécutif

"Conseiller le gouvernement de l'Ontario par l'entremise du secrétaire de la province aux Affaires sociales, sur toute question relative au statut de la femme, notamment:

a) évaluer les lois, politiques et programmes existants touchant les besoins et la situation des femmes;

b) déterminer les domaines particuliers qui nécessitent l'attention du gouvernement et recommander des modifications aux lois et programmes existants;

c) organiser des consultations, tenir des réunions et publier des énoncés de principes sur des questions précises, offrant différentes solutions, en vue de favoriser la discussion publique;

d) répondre aux demandes d'information du

secrétaire de la province aux Affaires

sociales et des divers ministères sur toute

question touchant les femmes."

Les membres du Conseil, qui exercent leurs fonctions à temps partiel, sont nommés par décret du conseil pour une durée variant de un à trois ans. Le personnel du Conseil se compose de trois employés: une administratrice, un agent d'administration et une secrétaire. Le budget du Conseil était de 155 000 \$ pour l'année financière 1981-1982.

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L'honorable Margaret Birch
Secrétaire de la province aux Affaires sociales

Madame,

J'ai l'honneur de vous présenter le huitième rapport annuel
du Conseil ontarien du statut de la femme pour la période du
1^{er} avril 1981 au 31 mars 1982.

Veuillez agréer, Madame, l'assurance de ma très haute

considération.

A handwritten signature in cursive script, reading "Lynne Gordon".



La vice-présidente,
Linda Silver Dranoff



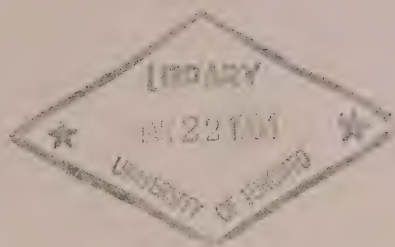
La présidente,
Lynne Gordon

Huitième rapport annuel
1^{er} avril 1981 au 31 mars 1982



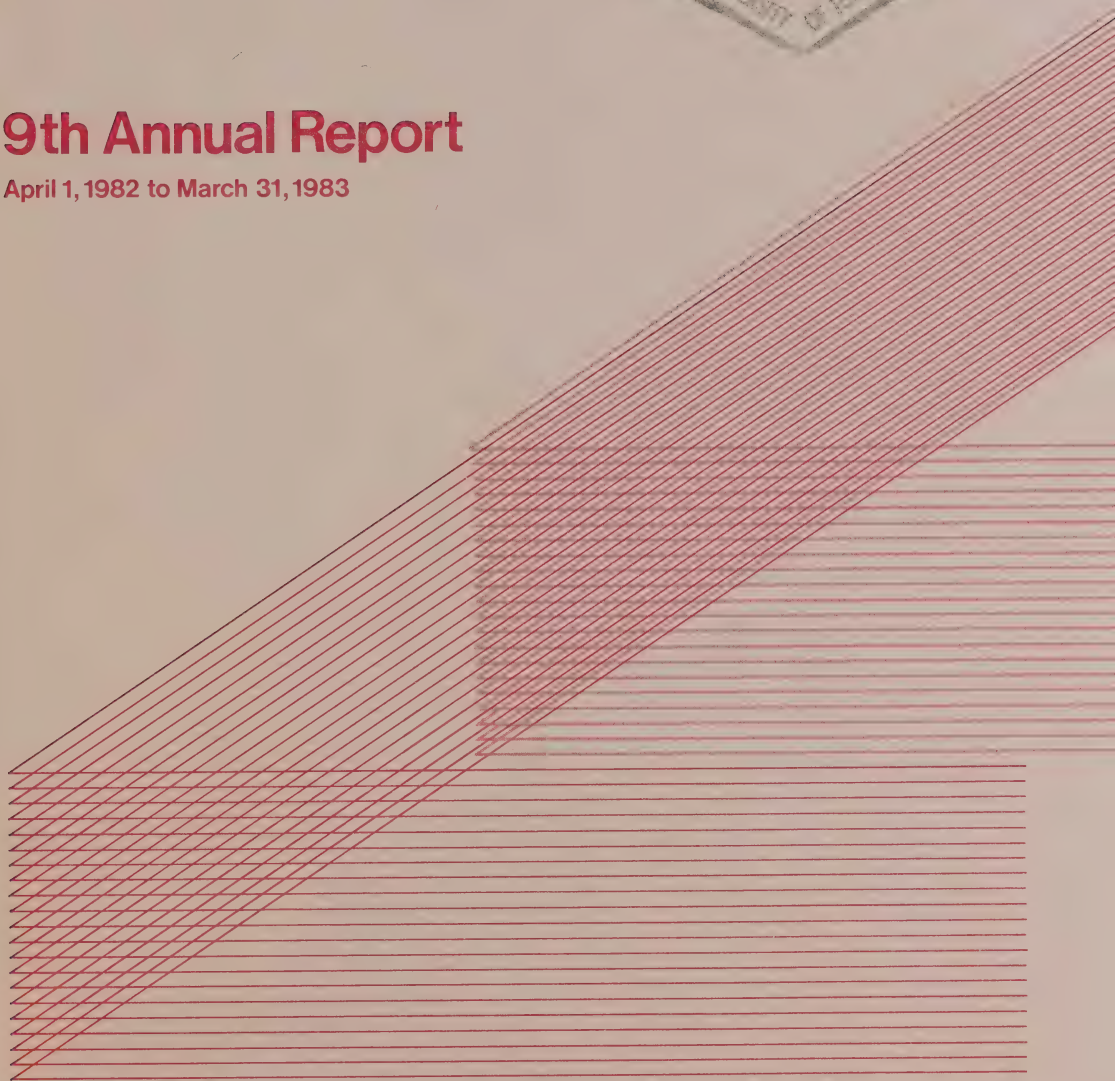
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Ontario Status of Women Council



9th Annual Report

April 1, 1982 to March 31, 1983



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The Honourable Robert Welch, Q.C.
Minister Responsible for Women's Issues

Dear Mr. Welch:

I have pleasure in presenting to you the ninth Annual Report
of the Ontario Status of Women Council for the period
April 1, 1982 to March 31, 1983.

Sincerely, 



Sally Barnes
President

Mandate

To advise the Government of Ontario, through the Provincial Secretary for Social Development (as of July 28, 1983, the Minister Responsible for Women's Issues), on matters pertaining to the status of women and without limiting the generality of the foregoing:

- (a) to evaluate and monitor existing legislation, policies and programs related to the needs and status of women;
- (b) to identify specific areas requiring the attention of government and to recommend legislation and program changes;
- (c) to consult with groups, hold public meetings and issue position papers outlining alternative policies on specific issues with the purpose of stimulating public discussion;
- (d) to respond to requests from the Provincial Secretary for Social Development (as of July 28, 1983, the Minister Responsible for Women's Issues) and Ministries for advice and consultation on matters relating to women.

Council members, who are part-time appointees, are appointed by Order-in-Council for three year terms. Council staff consists of three employees — an executive officer, an administrative assistant and a secretary. In the fiscal year 1982/83, Council's budget was \$179,250.

Council Members

Sally Barnes
President
Kingston
(Sept. '82-Aug. '85)

Sheila Ward
Vice-President
Toronto
(Dec. '82-Dec. '85)

John Adams
Toronto
(Sept. '82-Aug. '85)

Gwen Bower-Binns
Ottawa
(July '81-June '84)

Georgina Calder
Kenora
(re-appt'd. June '81-June '84)

Kathleen Howland
Dunrobin
(re-appt'd. June '83-June '86)

William Kelloway
Ottawa
(re-appt'd. June '82-June '85)

Annabelle Logan
London
(July '81-June '84)

Celia Kavanagh
Executive Officer

Bridget Vianna
Administrative Assistant

Daphne Hay
Secretary

Lynne Gordon
Past Chairperson
Toronto
(term expired June '82)

Linda Silver Dranoff
Past Vice-Chairperson
Toronto
(term expired June '82)

Marguerite Martel
North Bay
(resigned Jan. '83)

Mary Lou Fox Radulovich
Manitoulin Island
(June '82-June '85)

Eleanor Ryan
Ottawa
(re-appt'd. June '82-June '85)

Josephine Somerville
Toronto
(resigned Jan. '83)

Barbara Stone
St. Catharines
(July '81-June '84)

Kathleen Toye
Burlington
(re-appt'd. June '83-June '86)

President's Remarks

As this Council begins its tenth year it is perhaps appropriate to take stock of its achievements during that time and face the challenges lying ahead.

I believe significant progress has been made on behalf of women in the ten years this Council has been in existence. And I believe this Council can justly share credit for some of the successes.

But despite progress, there are still many miles to travel before we can guarantee our daughters equality with our sons in our homes, in our schools, in our places of business and in society in general.

Laws already on the books — such as the Family Law Reform Act and the equal pay provisions in the Employment Standards Act — were major victories for women at the time they were enacted. But the time has come for them to be updated and improved and more fairly and equitably enforced.

This Council, which was active in the formation of this legislation, will also be aggressive in ensuring its improvement.

These are but two examples of vital issues affecting the women of Ontario.

This Council enters its tenth year in a spirit of guarded optimism. That optimism flows from a belief that the cause of women is not only just but it is also one whose time has come in political and economic terms.

We believe there is a growing recognition that a society which handicaps women — 52 per cent of its population — handicaps itself and its very future.

We believe there is a growing recognition that society simply cannot afford to restrict or deny the contributions our daughters and grand-daughters can and must make to this country. It is surely their right to have the opportunity to fulfil their ambitions and talents.

It is surely our responsibility as Ontarians to ensure that the women of this Province can one day share equally in the just and compassionate society they have helped to build.

Toward this goal the Status of Women Council will continue to devote its resources and the commitment and dedication of its members.

Activities

APPOINTMENTS

1982 saw a number of changes in Council membership. Lynne Gordon's six year term as Chairperson expired. Dr. Josephine Somerville was appointed as Interim Chairperson. In September, Sally Barnes was appointed to head the Council for three years. Later in the year, Dr. Somerville resigned due to outside work pressures.

In November, on the advice of Council, Sally Barnes' title was changed to "president" by Order-in-Council.

Linda Silver Dranoff, Council's Vice-Chairperson did not seek a second term, and in December, Sheila Ward was appointed as Council's Vice-President.

William Kelloway, Marguerite Martel and Eleanor Ryan were all appointed for second terms. In January 1983, after a prolonged illness, Marguerite Martel resigned.

Mary Lou Fox Radulovich of Manitoulin Island was appointed to Council in June 1982. In September of that year, John Adams of Toronto was also appointed to the Council.

MEETINGS

Council held seven meetings between April 1982 and March 1983. A number of committees were struck — childcare, equal value, family law, microtechnology and wife assault. The Executive Committee and the Committee on Family Law met a number of times during the year.

In November 1982, a two-day consultation was held, to which a number of individuals and representatives from women's groups were invited. The purpose of the consultation was to reassess the priorities of Council and to gain direction.

In February 1983, a forum was held on the issue of family law reform. Lawyers specializing in family law, women's groups and government experts were invited to speak in order to help Council prepare a brief on the subject.

SPEAKING ENGAGEMENTS

Over the fiscal year, the President and Council members have spoken to the following groups:

- National Council of Jewish Women
- International Professional Secretaries, Welland Chapter
- Northlea United Church Women
- Ontario Association of Directors of Hospital Volunteer Services
- York University Students
- Provincial Council of Women
- University of Western Ontario Symposium
- Ministry of Government Services women
- Women Crown Employees
- Kingston Business and Professional Women's Club
- Association of Administrative Assistants
- Queen's University students
- Kingston University Women's Club
- LaSalle Secondary School students
- Cambrian College, Sudbury
- Cobourg Kinettes
- Toronto Breakfast Club
- Zonta Club of Brampton
- Ryerson Journalism students
- Emily Stowe Shelter for Battered Women
- Association of Women Executives
- Northwestern Hospital
- Premier's Policy Conference
- Ryerson Women's Centre forum

JOINT COUNCILS

A meeting of the federal and provincial Councils on the Status of Women was held in Newfoundland, October 12-14, 1982.

Consultation 1982

The Ontario Status of Women Council hosted a consultation with representatives from women's groups and individuals on November 9 and 10, 1982. The guests were invited to speak to Council on what they thought Council's role should be and which issues it should pursue. Ontario Government officials were also present as observers.

The following are some of the areas which were suggested for Council to focus on:

- impact of the economy on women
- monitoring of legislation for its impact on women
- pension reform
- physical security for women, i.e. support services for assaulted women
- constitutional reform, i.e. equality provision of the Charter of Rights which will come into effect in 1985
- equal opportunity in the workplace
- equal pay for work of equal value legislation
- affirmative action
- microtechnology and its impact on women
- part-time workers
- family law reform
- northern women and their special needs
- support services for immigrant women

Brief on Women and Aging

Early in 1981, the Ontario Status of Women Council began to prepare a social and economic strategy for older women in the Province. In the course of this research, Council's existing policies relating to older women were reviewed as well as policy material from other interested agencies. Council also consulted with policy makers both within and outside the Ontario Government.

In November 1981, a draft report was presented to Council's Second Annual Consultation on Women's Issues. Delegates representing approximately 80 women's groups across the Province discussed the report during the two-day conference.

A final brief was prepared and submitted to the Ontario Government in September 1982. The following recommendations were made:

1. That the Ontario Government take immediate measures to raise the income of older individuals by increasing the Ontario Government's GAINS levels for single people to two-thirds the level received by a couple; and that the GAINS program be reviewed and adjusted annually to reflect increases in the cost of living.
2. That whereas the system under which GAINS is complementary to GIS results in any small additional income arising from employment or savings being offset by a corresponding reduction in the total of these government supplements; and whereas a senior who is in receipt of these supplements is thus deprived of any incentive to work and save, therefore, it is recommended that the Ontario Government find a way to provide an incentive to seniors of minimal income to improve their financial status by their own efforts. (Recommendation of *Ontario Advisory Council on Senior Citizens, Annual Report — 1978/79*).
3. That OAS/GIS/GAINS be extended to all individuals between the ages of 60 and 64.
4. That the Ontario Government immediately ratify the proposed child care dropout provision which would allow parents to drop from their Canada Pension calculation the years spent out of the workforce caring for children under seven years of age. (Also recommended by the Royal Commission on the Status of Pensions and the Ontario Select Committee on Pensions).
5. That since marriage can no longer be assumed to represent economic security for women, and pensions are related to paid contributions, widows who remarry should retain the pensions that were paid to them as widows.
6. That the Federal Government ensure that the division of Canada Pension credits on divorce not be contingent upon application being made within three years of the final divorce decree, but that applications be accepted at the time of pensionable age.
7. That part-time workers have access to private pension plans on the same basis as they have access to the Canada Pension Plan.
8. That the Ontario Government ensure that pensions are portable and that the requirement for service and age is liberalized or eliminated so that women are not penalized as to their eventual pension benefits.
9. That the Ontario Government oppose the continued use of actuarial tables to justify paying unequal benefits for men and women as it would oppose the use of any arbitrary measure which served to justify differing treatment based on sex. (Also recommended by the Royal Commission on the Status of Pensions).
10. That survivor's benefits be a feature in all plans providing a pension.
11. That 'remarriage' provisions in private pension plans be eliminated.
12. That the private pension system move towards full indexation of benefits.
13. That the Ontario Government initiate an employment strategy for women which would include equal pay for work of equal value and legislated affirmative action in the private and public sectors. (See Council's brief *Employment Strategies for Women in the 1980's*).
14. That workers over 65 be included in the Ontario Human Rights Code.
15. That the Federal Government establish a special office of the Canadian Employment and Immigration Commission to handle the employment needs of older workers (65 +) in the area of counselling, training and job creation.

16. That the Ontario Government ensure that the principle that pensions represent an accumulation of capital and as such are assets, subject to being shared along with other marital assets in the event of divorce, separation or death, and be recognized in the Family Law Reform Act and the Succession Law Reform Act.
17. That the Family Law Reform Act be extended to define savings to include stocks, bonds and pensions in the definition of family assets.
18. That the Family Law Reform Act system of division of property should be available to widows and widowers so that assets are shared equitably on the death of a spouse.
19. That the Ontario Government move towards expanding home support services for the great majority of elderly people living in the community. Programs to meet the needs of the 'frail elderly' are particularly needed.
20. That ways be found to subsidize gasoline costs where necessary, particularly in rural areas, to enable programs such as 'meals on wheels' to continue.
21. That the Ontario Government expand programs which subsidize volunteers through tax credits, and provide exemptions for expenses related to volunteer work.
22. That the Ontario Board of Regents ensure that medical school curricula include the study of geriatrics and gerontology; and that all medical students be required to spend time in nursing homes and homes for the aged.
23. That medical schools develop more post-secondary training fellowships in gerontology and geriatrics.
24. That the Ontario Government, boards of health, the medical profession and the education system provide increased emphasis on preventive health care through education, nutrition, fitness and self-help.
25. That the Ministry of Education ensure that themes relating to aging and old age be incorporated into the curriculum at all levels.
26. That the Ontario Ministry of Education and the Ministry of Community and Social Services put more emphasis on the development of intergenerational programs which would enable older people to work in schools, daycare centres, with handicapped children, etc., and encourage students to go out into the community and become involved with the elderly.
27. That the Ontario Government take the lead in planning and co-ordinating retirement education in the private and public sectors with a view to promoting greater responsibility among all individuals to plan financial security in retirement.
28. That the Ministry of Education encourage colleges and universities to offer courses related to the needs of older men and women planning second careers.
29. That programs be designed to meet the needs of elderly, poor women in the areas of budget management, nutrition, safety and security, life-coping skills, and delivered at the grassroots, neighbourhood level; e.g. storefront operation, church basement — where they would feel accepted and comfortable.
30. That the provincial government investigate ways of helping senior citizens who are homeowners overcome financial obstacles to remaining in their homes, e.g. emulation of the British model "Abbeyfield" — a non-profit organization that either arranges home sharing for the elderly to ease the financial burden of home maintenance, or buys homes from elderly owners and maintains the homes for the benefit of the owner and other elderly occupants in the future.
31. That the zoning by-laws be reviewed with a view to removing obstacles to the establishment of alternative housing for the elderly in the community; e.g. group homes or home-sharing arrangements.
32. That the needs of elderly citizens be an integral consideration in the future planning of all transportation systems. Guidelines should be established to outline considerations and steps in planning.
33. That the Ontario Police Commission be asked to develop instructional material dealing specifically with the police response to the needs of older people who are the victims of crimes and that these instructions be included in the police recruit training program at the Ontario Police College.

Brief on Part-Time Work

In August 1982 the Ontario Status of Women Council undertook a study of part-time employment in order to prepare a position paper for the Commission on Part-time Employment (Labour Canada). In view of the fact that 72.3% of the work force is women the Council considered this issue one of primary importance to women. The current nature of part-time work is highly exploitative with the major problems commonly associated with it as follows: lack of inclusion in benefit structures, no union representation, concentration in female job ghettos which means low wages and little opportunity for advancement. But part-time work is much more than a women's issue.

With the major changes in work and family life which have taken place and will continue to occur in the 1980's part-time work will play a vital role in providing alternative employment solutions in the future.

After reviewing the facts and analyzing some proposals for change, the Council has made five recommendations concerning part-time work:

- 1) legislative changes to pro-rate benefits for part-time workers;
- 2) the inclusion of part-timers in private pension plans;
- 3) the inclusion of part-timers in collective agreements;
- 4) the implementation of permanent part-time through job-sharing;
- 5) the expansion of child care facilities.

Brief on Family Law Reform

In December 1982, Ontario's Attorney-General, the Hon. Roy McMurtry, announced a review of the Family Law Reform Act passed into law in 1978. He called on Council to present a brief outlining changes required to the legislation. In order to prepare a brief on family law reform, Council invited a number of lawyers specializing in family law and representatives from women's groups to speak at a meeting held on February 4, 1983.

A brief prepared and presented to the Attorney-General on March 24, 1983, made the following recommendations:

PROPERTY ISSUES

- A. Ontario should adopt a deferred community of property regime combined with co-ownership of the matrimonial home and some judicial discretion with respect to business assets and debts.

- B. Property subject to the deferred community of property regime should include those assets acquired by the spouses during the operation of the partnership and the increase in the value of the assets owned by either spouse at the time of the marriage. Excluded from the property regime would be those assets acquired by gift, inheritance, trust or settlement.

The spouse with the greater value of assets in his or her name would pay an equalizing claim to the other spouse on marriage breakdown.

- C. Judicial discretion should be retained to provide that business assets and debts not be shared if it would be grossly unfair or unconscionable to do so because of extraordinary circumstances.
- D. Termination of the property regime should be by court application or by the death of one of the spouses.

The definition of "living separate and apart under one roof" should be given a wider meaning.

A surviving spouse should be entitled to an equal share of the community of property.

- E. The matrimonial home should be jointly owned. Control over the alienation of the matrimonial home should be strengthened by changing the notice requirement for third parties dealing with matrimonial homes to actual or constructive notice and by providing for the registration on title of notice that a property is a matrimonial home.

- F. The doctrines of resulting trust and constructive trust should be used to redress any inequities that might result upon the breakdown of a common law relationship.

SUPPORT ISSUES

- A. The legislation should provide more specific guidelines for the judiciary both in regard to entitlement to support and quantum of support.

Such guidelines would include a definition of self-sufficiency, statutory recognition of women's unequal access to employment and objectives to be achieved through support awards.

- B. Bad conduct should be removed as a relevant consideration in regard to quantum of support as well as to entitlement to support.
- C. Periodic support payments should be adjusted automatically on each anniversary date of the order to take into account variations in the cost of living over the previous year.
- D. All support orders should be binding automatically on the estate of the payor spouse when made, unless the payor spouse persuades the court otherwise.
- E. The required period of continuous cohabitation entitling a common law spouse to support should be reduced from five years to three years.

The requirement that a common law spouse bring an application for support within a year of separation should be deleted.

- F. A wage attachment should be ordered automatically once a payor spouse falls into default.

Legislation should provide that no employer can discriminate against an employee merely because a wage attachment for support payments has been ordered.

Imprisonment and the threat of imprisonment should be used more often by the Courts to enforce the payment of support orders.

Legal costs should be awarded systematically in enforcement proceedings when the reason for default is unwillingness rather than inability to pay.

POSSESSION OF THE MATRIMONIAL HOME

- A. The paramount consideration in applications for exclusive possession of the matrimonial home should be the best interests of the children of the marriage.
- B. There should be a simple, inexpensive and speedy procedure for applications for temporary exclusive possession of the matrimonial home.

On such applications consideration should be given to the physical and psychological well-being of each family member if both spouses are allowed to remain in the matrimonial home.

The Courts should be given the jurisdiction to allow a spouse who is no longer residing in the matrimonial home to take some of the contents of the matrimonial home to his or her new residence.
- C. There should be increased funding for the establishment of emergency shelters for battered wives and their children particularly in rural areas of the province.

DOMESTIC CONTRACTS

The right of Ontario couples to enter into domestic contracts should be continued.

THE PROCESS IN FAMILY LAW DISPUTES

- A. Mediation should be made an option to litigation for the resolution of family disputes relating to property, support, custody and access.
- B. A unified family court system should be established throughout Ontario.

LEGAL AID

More community legal aid clinics should be established in rural and northern areas of the province.

PUBLIC EDUCATION

The Government of Ontario should undertake a public education program to promote a better public understanding of family law.

COUNCIL GUESTS

DATE	NAME	AGENCY	TOPIC
Sept. 29	Hon. Margaret Birch	Provincial Secretary for Social Development	Address to Council
	Naomi Goldie	Secretariat for Social Development	
Nov. 9 & 10	Beth Atcheson	Ontario Committee on the Status of Women	Consultation on Women's Issues
	Shelly Atcheson	Ontario Federation of Labour	Consultation on Women's Issues
	Susan Aziz	John Labatt Ltd., London	Consultation on Women's Issues
	Lisa Bengtsson	Secretary of State	Consultation on Women's Issues
	Mary Bruce	Toronto City Hall	Consultation on Women's Issues
	Mary Cornish	Equal Pay Coalition	Consultation on Women's Issues
	Linda Silver-Dranoff	Past Vice-Chairperson of the Ontario Status of Women Council	Consultation on Women's Issues
	Judy Hembruff	Hickling-Johnson	Consultation on Women's Issues
	Eva Marszewski	YWCA	Consultation on Women's Issues
	Liz Neville	Business & Professional Women's Clubs of Ontario	Consultation on Women's Issues
	Jane Pepino	Task Force on Violence Against Women	Consultation on Women's Issues
	Kay Sigurjonsson	Federation of Women Teachers' Associations of Ontario	Consultation on Women's Issues
	Barbara Speakman	Women Crown Employees' Office	Consultation on Women's Issues
	Daniella Szado	COSTI	Consultation on Women's Issues
	Nadine Winter	Hay Associates	Consultation on Women's Issues
	Anne Wood	YWCA	Consultation on Women's Issues

DATE	NAME	AGENCY	TOPIC
Feb. 4	Frank Bowman	Lawyer	Family Law
	Ellen Campbell	YWCA	Family Law
	Mary Eberts	Lawyer	Family Law
	Stephen Grant	Lawyer	Family Law
	Pauline Green	Business & Professional Women's Clubs of Ontario	Family Law
	Shirley Greenberg	Lawyer	Family Law
	Lee Grills	Ontario Committee on the Status of Women	Family Law
	Lynn King	Lawyer	Family Law
	Fran Kiteley	Lawyer	Family Law
	Judith Little	Lawyer	Family Law
	Eva Marszewski	Lawyer	Family Law
	Irma Melville	Ontario Committee on the Status of Women	Family Law
	Mary Jane Mossman	Lawyer	Family Law
	Ellen Murray	Lawyer	Family Law
	Liz Neville	Business & Professional Women's Clubs of Ontario	Family Law
	Lynne Pearlman	Law student	Family Law
	Craig Perkins	Ministry of the Attorney-General	Family Law



Sitting: (Left to Right)

John Adams
Kay Toye
Gwen Bower-Binns
Sally Barnes
Barb Stone
Sandra Manzig
Ceta Ramkhalawansingh

Standing: (Left to Right)

Eleanor Ryan
Annabelle Logan
Sheila Ward
Kay Howland
Georgie Calder

Missing:

Bill Kelloway
Mary Lou Fox Radulovich

DATE	NOM	ORGANISME OU AGENCE	SUJET
4 février	Frank Bowman	Avocat	Droit de la famille
	Ellen Campbell	YWCA	Droit de la famille
	Mary Eberts	Avocate	Droit de la famille
	Stephen Grant	Avocat	Droit de la famille
	Pauline Green	Clubs des femmes d'affaires et des milieux professionnels de l'Ontario	Droit de la famille
	Shirley Greenberg	Avocate	Droit de la famille
	Lee Grills	Comité ontarien sur le statut de la femme	Droit de la famille
	Lynn King	Avocate	Droit de la famille
	Fran Kitley	Avocate	Droit de la famille
	Judith Little	Avocate	Droit de la famille
	Eva Marszewski	Avocate	Droit de la famille
	Irma Melville	Comité ontarien sur le statut de la femme	Droit de la famille
	Mary Jane Mossman	Avocate	Droit de la famille
	Ellen Murray	Avocate	Droit de la famille
	Liz Neville	Clubs des femmes d'affaires et des milieux professionnels de l'Ontario	Droit de la famille
	Lynne Pearlman	Étudiante en droit	Droit de la famille
	Craig Perkins	Ministère du Procureur général	Droit de la famille

INVITÉ(E)S DU CONSEIL

DATE	NOM	ORGANISME OU AGENCE	SUJET
29 sept.	L'hon. Margaret Birch	Secrétaire provinciale au développement social	Allocation
9 et 10 novembre	Naomi Goldie	Secrétariat au développement social	

Beth Atcheson	Comité ontarien sur le statut de la femme	Consultation sur les problèmes des femmes
Shelly Atcheson	Fédération du travail de l'Ontario	Consultation sur les problèmes des femmes
Susan Aziz	John Labatt Ltd., London	Consultation sur les problèmes des femmes
Lisa Bengtsson	Secrétariat d'État	Consultation sur les problèmes des femmes
Mary Bruce	Municipalité de Toronto	Consultation sur les problèmes des femmes
Mary Cornish	Equal Pay Coalition	Consultation sur les problèmes des femmes
Linda Silver-Dranoff	Vice-présidente sortante du Conseil ontarien du statut de la femme	Consultation sur les problèmes des femmes
Judy Hembruff	Hickling-Johnson	Consultation sur les problèmes des femmes
Eva Marszewski	YWCA	Consultation sur les problèmes des femmes
Liz Neville	Clubs des femmes d'affaires et des milieux professionnels de l'Ontario	Consultation sur les problèmes des femmes
Jane Pepino	Groupe d'étude sur la violence à l'endroit des femmes	Consultation sur les problèmes des femmes
Kay Sigurjonsson	Fédération des associations des enseignantes de l'Ontario	Consultation sur les problèmes des femmes
Barbara Speakman	Bureau des employées de la Couronne	Consultation sur les problèmes des femmes
Danielle Szado	COSTI	Consultation sur les problèmes des femmes
Nadine Winter	Hay Associates	Consultation sur les problèmes des femmes
Anne Wood	YWCA	Consultation sur les problèmes des femmes

CONTRATS DOMESTIQUES

Les couples de l'Ontario devraient conserver le droit de conclure des contrats domestiques.

LA PROCÉDURE DE RÉGLEMENT DES
CONFLITS RELEVANT DU DROIT DE LA
FAMILLE

A. Il faudrait offrir les services d'un médiateur pour régler les conflits familiaux relatifs aux biens, à la pension alimentaire, à la garde des enfants et aux droits de visite.

B. Il faudrait établir un réseau de cours unifié de la famille dans toutes les régions de l'Ontario.

AIDE JURIDIQUE

Il faudrait établir davantage d'ateliers d'aide juridique dans les régions rurales et le nord de la province.

ÉDUCATION DU PUBLIC

Le gouvernement de l'Ontario devrait mettre sur pied un programme d'éducation du public pour aider ce dernier à mieux comprendre le droit de la famille.

F. Il faudrait ordonner automatiquement la saisie-arrêt sur le salaire du conjoint qui omet de payer la pension alimentaire qu'il est tenu de verser.

La loi devrait interdire à tout employeur de prendre des mesures discriminatoires contre un employé dont le salaire fait l'objet d'une saisie-arrêt pour une pension alimentaire.

Les tribunaux devraient recourir ou menacer de recourir plus souvent à des peines d'emprisonnement pour faire respecter les ordonnances alimentaires.

Quand le défaut de paiement est attribuable à de la mauvaise volonté plutôt qu'à un manque d'argent, il faudrait que le mauvais payeur soit automatiquement condamné aux dépens.

POSSESSION DE LA MAISON MATRIMONIALE

A. Les demandes présentées par les conjoints en vue d'obtenir la possession exclusive de la maison matrimoniale devraient être examinées en tenant compte de l'intérêt supérieur des enfants issus du mariage.

B. Il faudrait établir une procédure à la fois simple, peu coûteuse et rapide pour examiner les demandes de possession exclusive temporaire de la maison matrimoniale.

L'examen de ces demandes devrait tenir compte du bien-être matériel et psychologique de chacun des membres de la famille si les deux conjoints sont autorisés à demeurer dans la maison matrimoniale.

C. Il faudrait prévoir des subventions plus importantes pour l'établissement de refuges pour les femmes battues et leurs enfants, surtout dans les régions rurales de la province.

En décembre 1982, le procureur général de l'Ontario, l'honorable Roy McMurtry, annonçait la révision de la Loi portant réforme du droit de la famille, présenter un mémoire exposant les changements à apporter à la loi. Le Conseil invita donc un certain nombre d'avocats spécialisés dans le droit de la famille et de représentantes de groupes de femmes à exprimer leur opinion à l'occasion d'une réunion tenue le 4 février 1983 en vue de préparer un mémoire sur la réforme du droit de la famille. Le mémoire présenté au procureur général le 24 mars 1983 contenait les recommandations suivantes:

BIENS FAMILIAUX

A. L'Ontario devrait adopter un régime de société d'acquêts qui ferait des deux conjoints les copropriétaires de la maison matrimoniale et qui laisserait aux tribunaux certains pouvoirs discrétionnaires à l'égard du partage de l'actif et du passif accumulés par toute entreprise qu'ils auraient pu exploiter.

B. Le régime de société d'acquêts viserait tous les biens acquis par les époux au cours du mariage et la plus-value des biens appartenant à l'un ou l'autre des conjoints avant le mariage. Les biens acquis par don ou par héritage, ou obtenus en fiducie ou en guise de règlement, seraient exclus de ce régime.

Le conjoint qui possède le plus de biens à son nom devrait payer une compensation à l'autre en cas de divorce.

C. Il faudrait laisser certains pouvoirs discrétionnaires aux tribunaux afin que l'actif et le passif accumulés de toute entreprise exploitée par les conjoints ne soient pas partagés si l'on estime qu'une telle mesure serait extrêmement injuste ou déraisonnable en raison de circonstances particulières.

D. Le régime de la communauté de biens serait annulé sur présentation d'une demande au tribunal ou au décès de l'un des conjoints.

Il faudrait donner à la définition des conjoints "vivant séparément et indépendamment sous le même toit" une signification plus large. Le conjoint survivant devrait avoir droit à la moitié qui lui revient des biens visés par la société d'acquêts.

SOUTIEN

E. Les deux époux devraient être copropriétaires de la maison matrimoniale. Il faudrait renforcer le contrôle visant à empêcher l'aliénation de la maison matrimoniale en modifiant les exigences relatives à l'avis à donner aux tiers de façon à ce que cet avis soit réellement donné ou réputé avoir été donné, et en faisant inscrire dans les titres de propriété du bien-fonds qu'il s'agit d'une maison matrimoniale. Il faudrait se servir de la fiducie par détermination de la loi et de la fiducie au profit éventuel de son auteur pour redresser les injustices entraînées par la rupture d'une union de fait.

A. La loi devrait donner aux tribunaux des lignes directrices plus précises à l'égard de la pension alimentaire et de son montant. Ces lignes directrices devraient inclure une définition de l'autonomie financière, reconnaître que les femmes ne jouissent pas des mêmes possibilités d'emploi, et établir les objectifs que la pension alimentaire devrait permettre d'atteindre.

B. La mauvaise conduite ne devrait plus être un facteur déterminant l'octroi et le montant de la pension alimentaire.

C. Le montant de la pension alimentaire devrait être ajusté automatiquement chaque année, à la date anniversaire de l'ordonnance, en fonction de la hausse du coût de la vie.

D. À moins que le conjoint tenu de payer la pension alimentaire ne persuade le tribunal du contraire, sa succession sera automatiquement tenue d'honorer l'ordonnance alimentaire.

E. La période de cohabitation continue donnant droit à la pension alimentaire dans le cas des conjoints de fait devrait être de trois ans au lieu de cinq.

Le conjoint de fait ne devrait plus être tenu de présenter une demande de pension alimentaire dans l'année suivant la séparation.

En août 1982, le Conseil ontarien du statut de la femme entreprenait une étude du travail à temps partiel afin de préparer un énoncé de principe à l'intention de la Commission sur l'emploi à temps partiel (Travail/Canada). Comme les femmes représentent 72,3% de la population active, le Conseil estimait qu'il s'agissait là d'une question d'une importance capitale pour les femmes. Selon le système actuel, les emplois à temps partiel favorisent l'exploitation des travailleurs en raison d'un certain nombre de facteurs dont les principaux sont: la non-participation à un programme d'avantages sociaux, la non-syndicalisation et la concentration de ces emplois dans les métiers traditionnellement exercés par des femmes. C'est pourquoi les salaires sont faibles et les possibilités d'avancement très limitées. Néanmoins, le travail à temps partiel est une question qui, loin de toucher seulement les femmes, concerne l'ensemble de la société.

À la suite des profonds bouleversements qui sont survenus au travail et dans la vie familiale et qui se poursuivront tout au long des années 80, le travail à temps partiel occupera une place prépondérante parmi les solutions auxquelles les gens auront recours à l'avenir pour se trouver un emploi. Après avoir étudié les faits et analysé certains changements proposés, le Conseil a fait cinq recommandations à l'égard du travail à temps partiel:

- 1) changements législatifs permettant aux travailleurs à temps partiel d'obtenir des avantages sociaux au prorata de leurs contributions;
- 2) participation des travailleurs à temps partiel aux régimes de retraite privés;
- 3) inclusion des travailleurs à temps partiel dans les conventions collectives;
- 4) mise en place de postes à temps partiel permanents grâce au partage du travail;
- 5) élargissement des services de garderie.

30. Que le gouvernement provincial cherche des façons d'aider les personnes âgées propriétaires de leur maison à surmonter les obstacles financiers qui les empêchent de continuer à vivre chez elles. Il pourrait prendre exemple sur "Abbeyfield", organisme britannique sans but lucratif qui organise la cohabitation des personnes âgées afin d'alléger le fardeau financier que représente l'entretien d'une personne âgée et assure son entretien, ce qui est avantageux à la fois pour son propriétaire et les autres personnes âgées qui occuperont la maison par la suite.
31. Que les municipalités révisent les règlements de zonage en vue de supprimer les obstacles empêchant d'envisager d'autres formules telles que des foyers de groupes ou la cohabitation.
32. Que la planification future de tous les réseaux de transport tienne compte des besoins des personnes âgées. Il faudrait établir des lignes directrices à l'égard des facteurs à considérer et des différentes étapes de la planification.
33. Que la Commission de police de l'Ontario soit chargée de mettre au point des instructions à l'intention des policiers pour les aider à répondre aux besoins des personnes âgées victimes d'actes criminels, et que ces instructions soient incluses dans le programme de formation des nouvelles recrues du Collège de police de l'Ontario.

13. Que le gouvernement de l'Ontario élabore une stratégie d'emploi pour les femmes qui prévoirait l'égalité salariale et la mise en place d'un programme d'action positive sanctionné par une loi dans les secteurs privé et public. (Voir le mémoire du Conseil intitulé *Stratégies d'emploi pour les femmes dans les années 80*).
14. Que des dispositions visant les travailleurs âgés de plus de 65 ans soient incluses dans le Code des droits de la personne de l'Ontario.
15. Que le gouvernement fédéral établisse un bureau spécial de la Commission canadienne de l'emploi et de l'immigration pour offrir aux travailleurs âgés de 65 ans et plus des services d'orientation professionnelle, de formation et de création d'emplois.
16. Que le gouvernement de l'Ontario veille à ce que la Loi portant réforme du droit de la famille et la Loi portant réforme du droit des successions reconnaissent que les pensions représentent une accumulation de capital susceptible d'être partagée comme tous les autres biens du couple en cas de divorce, de séparation ou de décès.
17. Que la Loi portant réforme du droit de la famille soit élargie de façon à ce que les actions, obligations et pensions soient incluses dans la définition des biens familiaux.
18. Que le système de partage des biens prévu dans la Loi portant réforme du droit de la famille soit également applicable aux veufs et aux veuves afin d'assurer un partage équitable des biens au décès d'un des conjoints.
19. Que le gouvernement de l'Ontario élargisse les services d'aide à domicile afin que la majorité des personnes âgées demeurant chez elles puissent en bénéficier. Il est particulièrement nécessaire d'établir des programmes conçus pour répondre aux besoins des personnes âgées de santé fragile.
20. Que l'on trouve des moyens d'accorder, selon les besoins, des subventions couvrant les frais d'essence, surtout dans les régions rurales, pour permettre la poursuite de programmes tels que la livraison de repas à domicile.
21. Que le gouvernement de l'Ontario élargisse les programmes accordant des crédits d'impôt aux bénévoles et accorde des exemptions pour les dépenses liées au travail bénévole.
22. Que les conseils d'administration des universités de l'Ontario veillent à ce que le programme de leur faculté de médecine comprenne des cours de gériatrie et de gérontologie, et à ce que tous les étudiants en médecine fassent un stage dans des maisons de soins infirmiers et des foyers pour personnes âgées.
23. Que les facultés de médecine offrent davantage de bourses d'études universitaires en gérontologie et en gériatrie.
24. Que le gouvernement de l'Ontario, les conseils de santé, les médecins et les enseignants mettent davantage l'accent sur la médecine préventive en insistant sur l'éducation, la nutrition, la santé physique et l'auto-assistance.
25. Que le ministère de l'Éducation veille à ce que différents sujets reliés au vieillissement et aux personnes âgées fassent partie du programme de chaque classe.
26. Que le ministère de l'Éducation et le ministère des Services communautaires et sociaux de l'Ontario favorisent davantage la mise sur pied de programmes visant à faciliter les contacts entre les générations pour permettre aux personnes âgées de travailler dans les écoles, les garderies, auprès des enfants handicapés, etc., et d'inciter les écoliers et les étudiants à s'occuper des personnes âgées dans un contexte communautaire.
27. Que le gouvernement de l'Ontario prenne l'initiative de planifier et de coordonner des programmes de préparation à la retraite dans tous les citoyens à s'assurer une certaine sécurité financière pour leurs vieux jours.
28. Que le ministère de l'Éducation invite les collèges et universités à offrir des cours répondant aux besoins des personnes âgées désireuses d'entreprendre une nouvelle carrière.
29. Que l'on établisse des programmes visant à répondre aux besoins des femmes âgées et économiquement faibles en ce qui concerne la gestion d'un budget, la nutrition, la sécurité et la résolution des problèmes, et que ces programmes s'intègrent dans la vie des quartiers et soient offerts dans des locaux ayant pignon sur rue ou encore, par exemple, dans des sous-sols d'église où leurs participants auront l'impression d'être acceptés et se sentiront à l'aise.

Au début de 1981, le Conseil ontarien du statut de la femme entreprenait l'élaboration d'une stratégie sociale et économique pour les femmes âgées de la province. Il profita de cette étude pour passer en revue ses programmes et objectifs relatifs aux femmes âgées, de même que ceux des autres organismes intéressés. Le Conseil consulta également les décisionnaires du gouvernement ontarien et de diverses autres instances.

En novembre 1981, le Conseil présentait un rapport provisoire à l'occasion de sa deuxième assemblée de consultation annuelle sur les problèmes des femmes. Au cours de cette conférence de deux jours, les déléguées, qui représentaient environ 80 groupes de femmes de la province, furent invitées à faire connaître leur opinion à l'égard de ce rapport. Le rapport final fut présenté au gouvernement de l'Ontario en septembre 1982. Il contenait les recommandations suivantes:

1. Que le gouvernement de l'Ontario prenne immédiatement les mesures voulues pour augmenter le revenu des personnes âgées en portant le montant des prestations accordées aux célibataires dans le cadre du PRAGO du gouvernement de l'Ontario aux deux tiers de la somme perçue par les couples; et que le PRAGO soit révisé et ajusté chaque année en fonction de la hausse du coût de la vie.

2. Attendu que tout revenu supplémentaire modique provenant d'un emploi ou d'économies se trouve annulé par une réduction correspondante des suppléments accordés par le gouvernement dans le cadre du PRAGO et du supplément de revenu garanti, ce qui dissuade les personnes âgées qui touchent ces prestations de travailler ou d'émigrer, le Conseil recommande au gouvernement de l'Ontario de trouver une façon d'inciter les personnes âgées ne disposant que d'un revenu minimal à améliorer leur situation financière par leurs propres efforts. (Recommandation du Conseil consultatif de l'Ontario sur l'âge d'or, Rapport annuel — 1978-1979).

3. Que la sécurité de la vieillesse, le supplément de revenu garanti et les prestations prévues par le PRAGO soient accordés à tous les citoyens âgés de 60 à 64 ans.

4. Que le gouvernement de l'Ontario ratifie immédiatement les dispositions permettant aux parents de faire valoir, pour le calcul des montants prévus par le Régime de pensions du Canada, les années qu'ils ont passées au foyer pour élever des enfants âgés de moins de sept ans. (Également recommandé par la Commission royale d'enquête sur les régimes de pension et le Comité spécial de l'Ontario sur les pensions).

5. Comme le mariage ne représente plus une sécurité financière pour les femmes et comme le montant des pensions est fonction des cotisations payées, que les veuves qui se remarient conservent la pension qu'elles touchaient en tant que veuves.

6. Que le gouvernement fédéral n'exige plus qu'une demande soit présentée dans les trois ans suivant le jugement de divorce irrévocable pour autoriser le partage des crédits ouvrant droit à la pension du Canada en cas de divorce, et que les intéressés puissent présenter une demande en ce sens lorsqu'ils atteignent l'âge de la retraite.

7. Que les travailleurs à temps partiel puissent cotiser aux régimes de pension privés de la même façon qu'ils peuvent contribuer au Régime de pensions du Canada.

8. Que le gouvernement de l'Ontario veille à ce que les pensions soient transférables et à ce que les conditions relatives aux années de service et à l'âge soient assouplies ou supprimées afin que les femmes ne se trouvent pas désavantagées en ce qui concerne le montant de leur pension.

9. Que le gouvernement de l'Ontario s'oppose à l'utilisation de tableaux actuariels pour justifier les écarts qui continuent d'exister entre les prestations versées aux hommes et celles accordées aux femmes, tout comme il s'opposerait à toute mesure arbitraire servant à justifier une différence de traitement fondée sur le sexe. (Également recommandé par la Commission royale d'enquête sur les régimes de pension).

10. Que tous les régimes de pension prévoient une pension de survivant.

11. Que les dispositions des régimes de pension privées relatives au remariage soient supprimées.

12. Que les régimes de pension privés s'orientent vers la pleine indexation des prestations.

Le Conseil ontarien du statut de la femme a invité des représentantes de groupes de femmes et d'autres personnes intéressées à participer à une assemblée de consultation les 9 et 10 novembre 1982. Les participantes ont pu faire des recommandations au Conseil quant à son rôle et à ses activités. Des représentants du gouvernement de l'Ontario assistaient également à l'assemblée à titre d'observateurs.

Voici quelques-unes des questions sur lesquelles le Conseil a été invité à se pencher :

- les effets de la conjoncture économique sur les femmes
- les effets des lois sur les femmes
- la réforme des pensions
- la sécurité physique des femmes, c'est-à-dire les services de soutien à l'intention des femmes battues
- la réforme constitutionnelle, et plus particulièrement les dispositions de la Charte des droits relatives à l'égalité qui entreront en vigueur en 1985
- l'égalité d'accès à l'emploi
- la préparation d'une loi consacrant le principe "à travail égal, salaire égal"
- l'action positive
- les conséquences de la microtechnologie sur les femmes
- le travail à temps partiel
- la réforme du droit de la famille
- les besoins particuliers des femmes des régions septentrionales
- les services de soutien pour les femmes immigrantes.

NOMINATIONS

La composition du Conseil a subi un certain nombre de transformations en 1982. Le mandat de Lynne Gordon, présidente depuis six ans, a expiré. Josephine Somerville a été nommée présidente intérimaire. En septembre, Sally Barnes a été nommée à la direction du Conseil pour trois ans. Quelque temps plus tard, Josephine Somerville démissionnait, ses obligations professionnelles ne lui laissant pas suffisamment de temps à consacrer au Conseil.

En novembre, sur la recommandation du Conseil, Sally Barnes a été nommée présidente, par décret. Linda Silver Dranoff, vice-présidente du Conseil, n'ayant pas demandé la reconduction de son mandat, Sheila Ward a été nommée vice-présidente en décembre.

William Kelloway, Marguerite Martel et Eleanor Ryan ont tous trois été nommés pour un second mandat. En janvier 1983, Marguerite Martel démissionnait après une longue maladie.

Mary Lou Fox Radulovich, de l'île Manitoulin, a été nommée membre du Conseil en juin 1982. John Adams, de Toronto, a été nommé à son tour en septembre de la même année.

RÉUNIONS

Le Conseil a tenu sept réunions entre avril 1982 et mars 1983. Il a formé un certain nombre de comités sur les garderies, l'égalité des salaires, le droit de la famille, la microtechnologie et les femmes battues. Le Comité exécutif et le Comité sur le droit de la famille se sont réunis à plusieurs reprises au cours de l'année.

En novembre 1982, le Conseil a tenu une assemblée de consultation d'une durée de deux jours à laquelle étaient invités un certain nombre d'intéressés et de représentantes de groupes de femmes. Cette assemblée de consultation avait pour but de réévaluer les priorités du Conseil et de réviser son orientation.

En février 1983, le Conseil a organisé une assemblée publique sur la réforme du droit de la famille. Des avocats spécialisés dans cette branche du droit, des groupes de femmes et des experts du gouvernement ont été invités à prendre la parole en vue d'aider le Conseil à préparer un mémoire sur ce sujet.

CONFÉRENCES

Au cours de l'année financière écoulée, la présidente et les membres du Conseil ont adressé la parole aux groupes suivants:

- National Council of Jewish Women
- Association internationale des secrétaires professionnelles, division de Welland
- Dames de l'Eglise unie de Northlea
- Association ontarienne des directrices des services hospitaliers bénévoles
- Etudiantes de l'Université York
- Provincial Council of Women
- Colloque de la University of Western Ontario
- Employées du ministère des Services gouvernementaux
- Employées de la couronne
- Business and Professional Women's Club de Kingston
- Association des adjoints administratifs
- Etudiantes de l'Université Queen's
- University Women's Club de Kingston
- Elèves de l'école secondaire Lasalle
- Collège Cambrian de Sudbury
- Kinettes de Cobourg
- Toronto Breakfast Club
- Zonta Club de Brampton
- Etudiantes en journalisme de Ryerson
- Emily Stowe Shelter for Battered Women
- Association des femmes cadres
- Hôpital Northwestern
- Conférence du premier ministre sur les politiques
- Women's Centre forum, à Ryerson

CONSEILS CONJOINTS

Les conseils provinciaux et le Conseil fédéral du statut de la femme ont tenu une assemblée à Terre-Neuve du 12 au 14 octobre 1982.

Remarques de la présidente

Comme le Conseil entreprend sa dixième année d'activités, il convient peut-être de faire le point sur ses réalisations jusqu'à ce jour et d'envisager les défis qui l'attendent.

Je crois que la situation des femmes a réalisé des progrès considérables depuis la création du Conseil, et j'estime que le Conseil peut s'attribuer une bonne part du mérite à cet égard.

Cependant, malgré ce progrès, nous avons encore une longue route à parcourir avant de pouvoir garantir à nos filles l'égalité par rapport à leurs frères dans nos familles, dans nos écoles, sur le marché du travail et dans la société en général.

Des mesures législatives qui sont déjà en vigueur, comme la Loi portant réforme du droit de la famille et les dispositions relatives au salaire égal dans la Loi sur les normes d'emploi, ont constitué d'importantes victoires au moment où elles ont été adoptées. Mais le moment est venu de les mettre à jour, de les améliorer et de les mettre à exécution de façon plus juste et plus équitable.

Le Conseil, qui a joué un rôle dans l'élaboration de ces lois, veillera à ce qu'elles soient améliorées. Ce ne sont là que deux des questions vitales qui touchent les femmes en Ontario.

Le Conseil entre dans sa dixième année avec un optimisme prudent. Cet optimisme naît de la conviction que la cause des femmes n'est pas seulement juste, mais qu'elle est opportune sur les plans politique et économique.

Selon nous, on reconnaît de plus en plus qu'une société qui désavantage les femmes, c'est-à-dire 52 pour cent de sa population, se fait du tort et compromet son avenir.

Nous croyons que l'on reconnaît de plus en plus qu'une société ne peut se permettre de restreindre ou de nier la contribution que nos filles et de nos petites-filles peuvent et doivent apporter à notre pays. C'est sans contredit leur droit d'avoir la possibilité de réaliser leurs ambitions et de faire fructifier leurs talents. Et c'est sans contredit notre responsabilité, en tant qu'Ontariens, de veiller à ce que les femmes de la province puissent un jour avoir une part égale dans une société juste et humaine qu'elles auront contribué à façonner. C'est dans ce but que la Conseil du statut de la femme continuera à consacrer ses ressources à la cause de femmes et que ses membres continueront à se dévouer.

Membres du Conseil

Sally Barnes
Présidente
Kingston
(septembre 1982 à août 1985)

Shelia Ward
Vice-présidente
Toronto
(décembre 1982 à décembre 1985)

John Adams
Toronto
(septembre 1982 à août 1985)

Gwen Bower-Binns
Ottawa
(juillet 1981 à juin 1984)

Georgia Calder
Kenora
(mandat reconduit de juin 1981 à juin 1984)

Kathleen Howland
Dunrobin
(mandat reconduit de juin 1983 à juin 1986)

William Kelloway
Ottawa
(mandat reconduit de juin 1982 à juin 1985)

Annabelle Logan
London
(juillet 1981 à juin 1984)

Celia Kavanagh
Administratrice
Bridget Viana
Agent d'administration
Daphne Hay
Secrétaire

Lynne Gordon
Présidente sortante
Toronto
(mandat expiré en juin 1982)

Linda Silver Dranoff
Vice-présidente sortante
Toronto
(mandat expiré en juin 1982)

Marguerite Martel
North Bay
(a remis sa démission en janvier 1983)

Mary Lou Fox Radulovich
Ile Manitoulin
(juin 1982 à juin 1985)

Eleanor Ryan
Ottawa
(mandat reconduit de juin 1982 à juin 1985)

Josephine Somerville
Toronto
(a remis sa démission en janvier 1983)

Barbara Stone
St. Catharines
(juillet 1981 à juin 1984)

Kathleen Toye
Burlington
(mandat reconduit de juin 1983 à juin 1986)

Conseiller le gouvernement de l'Ontario, par l'entremise du secrétaire de la province aux Affaires sociales (le ministre chargé de la Condition féminine depuis le 28 juillet 1983), sur toute question relative au statut de la femme, notamment:

- (a) évaluer les lois, politiques et programmes existants touchant les besoins et la situation des femmes;
- (b) déterminer les besoins particuliers qui nécessitent l'attention du gouvernement et recommander les modifications aux lois et programmes existants;
- (c) organiser des consultations, tenir des réunions et publier des énoncés de principe sur des questions précises offrant différentes solutions, en vue de favoriser la discussion publique;
- (d) répondre aux demandes d'information du secrétaire de la province aux Affaires sociales (le ministre chargé de la Condition féminine depuis le 28 juillet 1983) et des divers ministères sur toute question touchant les femmes.

Les membres du Conseil, qui exercent leurs fonctions à temps partiel, sont nommés par décret du Conseil pour un mandat de trois ans. Le personnel du Conseil se compose de trois employés: une administratrice, un agent d'administration et une secrétaire. Le budget du Conseil était de 179 250 \$ pour l'année financière 1982-1983.



L'honorable Robert Welch, Q.C.
Ministre chargé de la Condition féminine

Monsieur,

J'ai l'honneur de vous présenter le neuvième rapport annuel
du Conseil ontarien du statut de la femme pour la période du
1^{er} avril 1982 au 31 mars 1983.

Veuillez agréer, Monsieur, l'assurance de ma très haute
considération.

Sally Barnes
Présidente



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Conseil ontarien
du statut de la femme

Neuvième rapport annuel

1^{er} avril 1982 au 31 mars 1983

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Ontario Status of Women Council

10th Annual Report

April 1, 1983 to March 31, 1984



Letter of Transmittal

October 1984

The Honourable Robert Welch, Q.C.
Minister Responsible for Women's Issues,
Room 180, Main Legislative Building,
Queen's Park,
Toronto, Ontario.

Dear Mr. Welch:

On behalf of the Ontario Status of Women Council,
I am pleased to present you with our tenth Annual
Report in which the Council's activities for the
period April 1, 1983 to March 31, 1984, are detailed.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'Sheila Ward', written in a cursive style.

Sheila Ward
Vice-President.

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Mandate

To advise the Government of Ontario, through the Minister Responsible for Women's Issues, on matters pertaining to the status of women and without limiting the generality of the foregoing:

- (a) to evaluate and monitor existing legislation, policies and programs related to the needs and status of women;
- (b) to identify specific areas requiring the attention of government and to recommend legislation and program changes;
- (c) to consult with groups, hold public meetings and issue position papers outlining alternative policies on specific issues with the purpose of stimulating public discussion;
- (d) to respond to requests from the Minister Responsible for Women's Issues and Ministries for advice and consultation on matters relating to women.

Council members are appointed part-time through Order-in-Council for three year terms.

In the fiscal year 1983/84, Council's budget was \$179,300.

Council Members

Sally Barnes
President
Kingston
(resigned Feb. 1984)

Sheila Ward
Vice-President
Toronto
(Dec. 1982 - Dec. 1985)

John Adams
Toronto
(resigned March 1984)

Gwen Bower-Binns
Ottawa
(July 1981 - June 1984)

Georgina Calder
Kenora
(re-apptd. June 1981 - June 1984)

Kathleen Howland
Dunrobin
(re-apptd. June 1983 - June 1986)

William Kelloway
Ottawa
(re-apptd. June 1982 - June 1985)

Annabelle Logan
London
(July 1981 - June 1984)

Sandra Manzig
Windsor
(June 1983 - June 1986)

Mary Lou Fox Radulovich
Manitoulin Island
(resigned December 1983)

Ceta Ramkhalawansingh
Toronto
(November 1983 - November 1986)

Eleanor Ryan
Ottawa
(re-apptd. June 1982 - June 1985)

Barbara Stone
St. Catharines
(July 1981 - June 1984)

Kathleen Toye
Burlington
(re-apptd. June 1983 - June 1986)

Glenna Carr
(ex-officio)
Executive Director
Ontario Women's Directorate

Vice President's Personal Message

This past year has challenged the Ontario Status of Women Council in many ways. We have presented major briefs to the government on pensions, and on prostitution and pornography, outlining the concerns many women in Ontario have on these topics and recommending action the Council believes government should take.

We have also, as individual members of Council, spoken to many Ontario organizations and met with many groups to discuss issues of particular importance to women. A list of these organizations and activities will be found elsewhere in this report.

A full complement of Council is 16 members but this year, for a variety of reasons, we have usually found ourselves with less than a full Council. The result has been an increased workload for other members, who have, I believe, risen to the challenge.

All Council members were particularly sorry when our president, Sally Barnes, resigned at the end of February to resume her own career. During Sally's 18 months on the Council much was accomplished. It was largely due to Sally's efforts that the government was persuaded to name a Minister responsible for women's issues and to establish the Ontario Women's Directorate to advise the Minister on policy. Sally also was instrumental in convincing the government to allocate more funds for assisting battered women and for an increase in funds available for women in the north. Sally brought to the Council an incisive understanding of how government functions and how it can be moved to action. Her considerable skills and abilities are sorely missed.

Other Council members whose terms expired or who resigned for personal reasons include John Adams, Gwen Bower-Binns, Georgina Calder, Mary Lou Fox Radulovich. All of these individuals served the Council with dedication and enthusiasm; we miss them and we thank them for the contribution they made during their time on Council.

Much remains to be done; in the coming months we will be working on economic issues relating to women, health issues, and family violence, among other concerns, and we look forward to working with other women's groups and with individual women throughout Ontario.

Shepard

Activities

MEETINGS

Council members were very active during the past fiscal year. Thirteen Council meetings were held, one of which was a symposium on family violence at which experts in the field made presentations, while another was a two-day public forum on equal pay for work of equal value. At this forum, guest speakers represented women's groups, business, labour and government.

In March, 1984, Council held a two-day planning session in Ottawa at which it set its plans and priorities for the coming fiscal year.

ADVOCACY

Council acted as an advocate for the Frontenac Family Referral Services, an agency located in Kingston which offered mediation services to families whose marriages were breaking up. Helen Finley, a mediator from the agency appealed to Council for assistance when it appeared that the agency might have to close its doors due to a proposed cut in funds from the Ministry of the Attorney General.

Council, in its brief on Family Law Reform, had recommended the expansion of mediation services, and therefore agreed to intervene on behalf of the Frontenac Family Referral Services agency.

The Attorney General responded positively to Council's intervention, and recently announced that the funding for the group would continue.

COMMITTEE HEARINGS

Council appeared before a number of provincial and federal committees such as the provincial Procedural Affairs Committee which reviewed Council's work and the Resources Development Committee which was studying proposed amendments to the Employment Standards Act.

Council also made presentations to the federal Task Force on Pensions and the Special Committee on Pornography and Prostitution.

SPEAKING ENGAGEMENTS

During the year, the President and Council members spoke to a large number of groups in addition to attending many conferences and seminars on issues concerning the status of women.

JOINT COUNCILS

A meeting of the joint federal and provincial Councils on the Status of Women was held in Edmonton in October 1983 at which the Divorce Act, the Charter of Rights, and pornography were discussed.

COUNCIL MEMBERSHIP

Some changes occurred in Council's members. Sandra Manzig of Windsor and Ceta Ramkhalawansingh of Toronto were appointed for three year terms. Sally Barnes, Council President, resigned on February 29, 1984. John Adams and Mary Lou Fox Radulovich also resigned from Council during the year.

Follow-up on Family Violence

Council continued its work in the area of family violence. In April 1983, Council held a symposium to which a number of experts in the field of family violence were invited. The purpose of this symposium was to provide an update on the subject, so that Council could focus on areas that had not been addressed by either the Standing Committee on Family Violence or other groups.

The following persons made presentations and the essence of their speeches is recorded below.

Dorothy McPhedran, education officer from the Ministry of Education, briefed Council on how the Life Skills and Family Studies courses dealt with the problem of family violence and related issues.

Judge Lucien Beaulieu and Barbara Ferns, Assistant Crown Attorney, made a joint presentation. Judge Beaulieu reported that the provincial family court at 311 Jarvis Street in Toronto holds a domestic dispute day once a week which is in effect a court day for battered women. Barbara Ferns noted that domestic assault cases were seriously looked at and prosecuted on behalf of the Crown.

Dr. Pat Kincaid, author of "The Omitted Reality: Husband-Wife Violence in Ontario and Policy Implications for Education", spoke on the importance of Family Studies courses and the necessity for them to be made mandatory. She suggested the development of a kit for teachers and parents which would provide information that could be used with students.

John Lukash, an instructor with the Ontario Police College in Aylmer, spoke about the methods the College uses in training police officers to cope with domestic disputes.

Dr. Doris Guyatt and Fran Pendrith from the Ministry of Community and Social Services, briefed Council on what the Ministry was doing in regard to funding of transition houses. In particular, the Ministry was looking at the needs of women in the north.

Three members from the Domestic Response Team in Toronto made a presentation. These were Staff Sgt. Ron McKnight, Constable Alice Littleford, and social worker Daniel Bajorek. The team reported that it had developed an after-hours support program to aid police who may require trained assistance to handle domestic disputes and mental health disorders. The team had been very successful, the most significant fact being that less than 3% of the cases dealt with resulted in call-backs to the police.

Trudy Don, co-ordinator of the Ontario Association of Interval and Transition Houses, was enthusiastic about the progress made over the last ten years, but wanted some changes made in the funding of transition houses which was still inadequate.

Leni Untinen, Chairperson of the Faye Peterson Regional Transition House in Thunder Bay, spoke on the special plight of northern women.

Following this symposium, Council lobbied the government for changes in the funding provision for transition houses and for services for women in the north.

Review by the Standing Committee on Procedural Affairs

In September 1983, the Ontario Standing Committee on Procedural Affairs reviewed the operation of the Ontario Status of Women Council as part of its mandate to review government boards, agencies and commissions. The review process culminated in public hearings to which representatives from the Council were invited.

The question of whether or not there was any overlap between the work of the Directorate and the work of the Council was discussed, and the Committee concluded that the Council was still performing a valuable function and recommended that it continue operating with an increased budget.

The Committee noted that over the past ten years, the Council had operated on a relatively small budget. In fiscal year 1982-83 its budget was less than \$200,000, with which Council, in fulfilment of its mandate, had to prepare briefs, conduct research, consult with women's groups and organize meetings and conferences. Therefore, the Committee felt that the Ontario Status of Women Council should receive additional funding, although they did not have a specific figure in mind. The Committee thus recommended that:

The Ontario Status of Women Council receive additional funding in order that it may carry out its various tasks and responsibilities.

The Committee was also desirous of Council undertaking research on a more permanent basis by hiring qualified support staff, and recommended that:

The Status of Women Council devote more of its resources to strengthening its research capacity.

The Committee felt that the Council should expend greater efforts in consulting with Ontario women by conducting more meetings and conferences and by entering into more frequent dialogue with respect to matters concerning Ontario women, and recommended that:

The Ontario Status of Women Council assume a more assertive role in communicating and consulting with the women of Ontario.

The Committee gave consideration to the demands made on the time of the Council President, and recommended that:

The position of President of the Ontario Status of Women Council be made a full-time position.

The Committee also supported the recommendation of the Ontario Status of Women Council in its Sunset Report of June 1982, and recommended that:

The Minister responsible for the Council adopt the recommendation that "Women's organizations and other groups should be offered the opportunity to participate in the selection process for appointments to Council".

Note: Similar issues were also addressed by a management consultant group commissioned by the Minister Responsible for Women's Issues. Council has discussed these issues with the Minister.

Brief on Pension Reform

In October 1983, the Ontario Status of Women Council presented a brief to the Federal Parliamentary Task Force on Pension Reform. The Council believed that pension reform would be the legacy of the '80s, just as family law reform was the legacy of the '70s.

In making its recommendations, Council was aware that because of various factors — unequal opportunity, low wages, part-time jobs, inadequate education and re-training, women who stay home to care for their families — pensions for most women in and outside the workforce are inadequate under the current system.

The Council examined the effect of child-rearing and home-making on the ability to obtain retirement income through workforce participation, through government programs, and through marriage. The assumption of child-rearing and home-making responsibilities results in the inability of women to obtain pensions from employment pension plans, which in general, favour those with long, continuous service and are not open to part-time workers. Child-rearing and home-making, while penalizing women in the workforce, are not recognized by the Canada Pension Plan as pensionable work and are not compensated for, in pension terms, within the marriage. Similarly, women too often do not receive sufficient earnings over a sufficiently long time to obtain adequate CPP pension.

The Council therefore recommended re-designing the present system of retirement income arrangements to maximize the opportunity for women to obtain pensions in the workplace and at home, and to encourage flexibility to accommodate the various roles of women in society.

The Council made the following recommendations:

RELIEF OF POVERTY

An immediate increase in income supplements for the single elderly, to the low income cut-off level for single persons (Statistics Canada) or at least to a fair proportion of the prevailing income guarantee for an elderly couple. Income guarantees for the single elderly should not be less than two-thirds of those provided for couples.

INCREASED CPP BENEFITS

An increase in the CPP benefit formula so as to provide a pension of 50% of earnings up to the Average Industrial Wage, including the Old Age Security pension.

EMPLOYMENT PENSION PLANS

- A. Improved portability on termination of employment:
 - vesting and locking-in after 5 years of service;
 - recognition of the employee's right to transfer the value of vested benefits to a Registered Pension Account or new employment pension plan (subject to adjustment where such benefits are not fully funded);
 - creation of a national central pension agency to maintain individual records of vested pension entitlements.
- B. A minimum interest rate for refunds of employee contributions, that is, on termination before vesting, at not less than the annualized rate of the chartered banks for non-chequing accounts, compounded annually.
- C. Extension of coverage to part-time employees who perform 600 hours of service or more in a year, under conditions consistent with those applicable to full-time workers.
- D. A measure of inflation protection for employment pensions, particularly for the vested pensions of terminated employees.
- E. Elimination of sex discrimination in pension benefits and all annuities.
- F. More flexible RRSP provisions to permit tax-deductible contributions to make up for earlier years of low contributions or no contributions.

CHILD-REARING PENSION

Adoption of a child-rearing pension as part of the Canada Pension Plan, to provide pensions for the years spent caring for children under age 12.

Brief on Pension Reform (cont'd.)

MARRIAGE AND PENSION SHARING

- A. Automatic sharing of employment pensions and RRSPs as family assets on marriage breakdown.
- B. Splitting of CPP/QPP pension credits as proposed in the Green Paper:
 - on marriage breakdown, on the death of either spouse, on attainment of age 65 by the younger spouse, or when either spouse becomes disabled.

SURVIVOR BENEFITS

- A. Provision for a joint and survivor pension as the normal form on pension, unless waived in writing by both spouses, with the surviving spouse's benefit set at not less than 60% of these retirement benefits.
- B. Improved CPP/QPP survivor benefits as proposed in the Green Paper:
 - for survivors over age 65, replace current benefits by a lifetime continuing pension equal to 60% of a deceased spouse's retirement pension after credit-splitting to result in an 80% pension;
 - for spouse's under age 65, replace the current benefit structure with a continuing pension benefit and with a short-term bridging benefit;
 - continue survivor benefits in the event of re-marriage.

Bill 141 — Amendments to the Employment Standards Act

On December 5, 1983, the Honourable Russell Ramsay, Minister of Labour announced the following proposed changes to the Employment Standards Act:

- 1) Broadening of the basis for determining equality of work to allow a composite evaluation of the four existing criteria of skill, effort, responsibility and working conditions, while continuing the requirement that the jobs compared be substantially the same.
- 2) Prohibiting an employer from paying a replacement employee lower wages than her or his predecessor.
- 3) Prohibiting the restricting of jobs to employees of one sex who are then paid at a lesser rate of pay than when employees of both sexes were performing the job.
- 4) Revising the wording of the equal pay section in order to clarify that exceptions depend upon the existence of a practice that is uniformly applied to pay rates of males and females. Exceptions may be based on seniority, merit, or quantity or quality of production, or on any factor other than sex which is both reasonable and genuine. The onus is now more clearly on the employer to show that the factor is reasonable and not merely to avoid equal pay.
- 5) Improving maternity benefit provisions by increasing employment protection for pregnant employees and adoptive parents.
- 6) Broadening the protection from termination and lay-off by reason of pregnancy or related illness to cover all female employees, regardless of whether or not they have sufficient service credits to qualify for pregnancy leave.
- 7) Reducing the eligibility for pregnancy leave to 12 months prior to the expected date of delivery and giving added flexibility to the employee if she decides to shorten her pregnancy leave period.
- 8) Providing six weeks of leave for childbirth and post-natal recovery without any qualifying period, thus ensuring that any pregnant employee not entitled to pregnancy leave is not required to return to work before six weeks after her actual delivery date, and that this time away from work is deemed a leave of absence.
- 9) Recognizing the rights of one or other of adoptive parents to the same protection of employment status as is afforded natural mothers, by providing for a leave of absence of at least 17 weeks. Any employee with at least 12 months' service preceding the day of placement of the child, who applies within a time reasonable in the circumstances, will be entitled to this leave.
- 10) Providing that an employee returning to work after pregnancy/adoption leave shall receive at least the current wages for the job, not the wages she/he received when the leave began.
- 11) Allowing for the continued accrual of benefits and credits during the leave of absence for pregnancy or adoption.
- 12) Providing additional duty-free time for live-in domestic workers.

On December 15, 1983, Bill 141 was sent to the Standing Committee on Resources Development. The Committee determined that it would hold public hearings on the bill before bringing it back into the House.

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Bill 141 (cont'd)

In January, 1984, the Ontario Status of Women Council appeared before the Ontario Resources Development Committee studying the proposed amendments.

In its statement, Council acknowledged that the proposed amendments did not go as far as many women's groups would prefer. However, Council viewed the proposed changes as important and long overdue and urged the members of the Committee to support the proposals, and the Government to bring back the amendments to the House at the earliest possible moment.

Council also stated that it was impatient that greater progress had not been made in narrowing the gap between the wages of men and women. It noted that it was on record as supporting legislated equal value, but recognized that the composite test was but one method of tackling the wage gap problem.

The Council recommended that the Ontario Government play a leading role in attacking the wage gap by beefing up its own affirmative action and equal opportunity programs within the Ontario public service. Council also recommended that the Ontario Government introduce a pilot project in the public service, thereby exposing the complexities, costs and benefits of the equal value approach, thus encouraging a process for logical discussion. Council suggested that an immediate consideration of equal value cases within the public service would serve as a signal that the Government considered the wage gap unacceptable and was willing to try any and all possible methods of tackling the problem. Council noted that if the Government was truly serious about the composite test, it could utilize this method to bridge the gap that now existed in some public service job categories.

Equal Value Forum

In February 1984, the Ontario Status of Women Council hosted a two-day public forum on the issue of equal pay for work of equal value.

Dr. Ratna Ray, Director of the Women's Bureau, Labour Canada, acted as moderator for the opening session. Guest speakers had been invited to represent the views of women's organizations, large and small businesses, unions and provincial and federal governments. The forum was well attended by interested members of the public who participated in a question-and-answer session with the panelists.

A brief synopsis of the views expressed by the guest speakers is given below.

John Whitehouse, Director of the Canadian Branch of the International Labour Organisation gave an historical perspective on the development of the concept of equal pay for work of equal value within the ILO and its embodiment in international law. Mr. Whitehouse had been head of the ILO's Workers' Education Branch at its headquarters in Geneva, Switzerland, for six years, where he had been responsible for the development and administration of a world wide program designed to assist workers' organizations and the 150 member states in the development and strengthening of workers' education projects, programs and structures. Mr. Whitehouse noted that the principle of equal pay for work of equal value has been a basic objective of the ILO since its founding in 1919. He stated that in November 1972, Canada had formally ratified Convention 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value. Mr. Whitehouse pointed out that at the end of 1983, Convention 100 had been ratified by 105 countries, making it the most widely accepted instrument of the International Labour Organisation.

Robert Sloan, representing the Canadian Manufacturers' Association, stated that his association was not in favour of the equal value concept. He cautioned that the CMA was not against women aspiring to participate in the working world on an equal basis, but that the CMA had reservations about equal value.

Mr. Sloan said that the CMA supported the concept of equal pay as defined by the Ontario Employment Standards Act, but was wary of the proposed amendments to the Act which would introduce a composite test. He stated that the

whole notion of equal pay for work of equal value was a false ideal, and although it had been legislated both federally and in Quebec, it was largely meaningless. He outlined some of the problems of job evaluations, stating that most evaluation systems were subjective. In addition, the cost factor for implementing equal value would be in the millions of dollars, which was a cost that society could not afford in the present economic climate.

Rita Cadieux, Deputy Commissioner of the Canadian Human Rights Commission, said that the Commission was responsible for the implementation of equal value within the federal jurisdiction. Equal value has been law under the federal jurisdiction for almost six years, and although only a few employers had revised their pay systems, and a few unions were pursuing equal value in their associations, some changes had occurred. She cited examples of settlements that had redressed the imbalance in some areas. Madame Cadieux predicted an increase in complaints due to the fact that more women were becoming aware of the equal value provision in the Canadian Human Rights Act. She stated that equal value legislation was essential, otherwise the present discrimination between men's and women's wages will barely decrease by the year 2000.

Geoffrey Hale, Vice President of Policy and Government Relations of the Canadian Organization of Small Business, said that his organization considered the equal value concept to be an unworkable and expensive one. He stated that the wage gap reflected a number of social factors with only a small portion being attributable to discrimination. Mr. Hale noted that job evaluation systems are subjective and therefore could not be applied in an unbiased manner.

Mary Cornish of the Equal Pay Coalition said that her group had been attempting to get legislated equal value for close to ten years. She said that the market system inherently discriminated against women and it would be unfair to preserve it. Ms. Cornish stated that if women in job ghettos were paid salaries of equal value to men in similar job ghettos, there would be movement between these ghettos. She was convinced that equal value legislation and affirmative action have to work together in order to have impact. Ms. Cornish stated it was a myth that business did not want government interference, since businesses did not seem to object to government programs which paid them incentives or helped them in their trade endeavours.

cont'd ...

Equal Value Forum (cont'd)

The only type of government intervention that business appeared to object to was anything that interfered with their profit picture. She admitted that problems exist with the equal value legislation that is currently in place in the federal and Quebec jurisdictions, primarily because they are complaint-based mechanisms. However, equal value legislation is still beneficial because it has a positive effect on the collective bargaining process.

Ms. Cornish stated that she recognized that there is a large cost involved in the implementation of equal value legislation, but that this cost is presently being borne by underpaid women workers. She said that an argument could be made that paying women higher, more appropriate wages, would benefit the economy, in that women are the primary consumers of goods, and would be able to put the money back into the economy through the goods they purchased. The Coalition is not in favour of the composite test being proposed by the Ontario Government, because it only allowed the comparison of similar jobs and is not the implementation of the equal value concept.

Ted Ulch, head of the equal pay section of the Canadian Human Rights Commission, reported on the workings of the federal legislation. Equal value legislation has been in effect in the federal government since 1978. Section 11 of the Act specifies how value is to be determined, defines wages, and prohibits certain practices designed to avoid application of the Act. The guidelines expand on the definition of value, and list a number of factors considered reasonable for justifying differences in wages. Among these are differences in salary due to seniority, red-circling, and performance pay plans. Mr. Ulch said that only equal value legislation has the potential to eliminate disparities between the so-called pink collar ghettos in which women work and the male-dominated occupations. He stated that equal value legislation could not address the problem of job disparity, and for that reason could not completely eliminate the wage gap.

Equal opportunity and/or affirmative action programs are required as well. Mr. Ulch addressed some of the criticism levied at job evaluation plans. He said that the Commission was opposed to universal plans, but since in any circumstances where human judgement is required, subjectivity can occur — the best one could do is to ensure the plan is as free of bias and as objective as possible. He said that dissimilar jobs have been compared without great difficulty by people in the compensation field for a long time. The General Services group of the federal public service has an evaluation plan measuring the composite of skill, effort,

responsibility and working conditions of such diverse occupations as laundry workers, messengers, park wardens and mess stewards. He made reference to a comparable worth study carried out by Hay Associates in the City of San Jose, where a job evaluation plan covered all civic employees, meter readers, secretaries, chemists, grounds-keepers, etc. On the subject of cost, Mr. Ulch said the cost was now being borne by female employees. The Commission adopts a reasonable and flexible approach to equal pay settlements, sensitive to the fact that punitive settlements could cripple a small business. Phased-in wage increases are accepted where financial hardship is demonstrated. Mr. Ulch stated that the Commission's view of the long-term is that equality will be achieved not only through the resolution of complaints, but also through the effect the settlement of these complaints has on the marketplace. However, for that effect to occur on a national basis for such groups as nurses, secretaries, data processors — most of whom are employed by organizations under provincial jurisdiction — there must be equal value legislation in all jurisdictions.

Albert Ledoyen, a researcher from the Quebec Human Rights Commission said that the Commission had been involved in 37 investigations regarding equal pay for equivalent work since June 1976, when the Quebec Charter had come into force. Out of these, 20 had progressed to the mediation stage. Most of the complaints were from the private sector and related to low-technology fields such as food and beverage, paper and tobacco industries. About 1,000 women were directly involved in the settlements, but more than 3,500 women benefitted from them and virtually all were unskilled workers. The Quebec Commission's policy, after establishing that discrimination exists, is to use a company's existing evaluation system, checking it for bias. When there is no evaluation system in place, the Commission uses a standardized task scoring evaluation system based on four principal factors which are applied to each position regardless of who occupies it. Although the Commission had found a number of problems in implementing the legislation — limited range of intervention, internal social pressures in a company resulting in lack of support for women moving into non-traditional jobs, employers' reluctance to hire women, a number of cases actually involving equal or substantially equal work rather than equivalent work, and the inability of workers to perceive a discriminatory wage gap and make a complaint — the Commission is hopeful that a mandatory affirmative action program, recently introduced into the Quebec Charter, would address these problems.

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Equal Value Forum (cont'd)

John Scott, Director of Employment Standards Branch, Ontario Ministry of Labour, and Doug Kelly, head of the Equal Pay Section of that Branch, made a joint presentation. Mr. Scott reported on the Ontario law as it exists. He said that Ontario had been the first province in Canada to address the issue of equal pay. He noted that the Minister of Labour had recently introduced amendments to the Employment Standards Act which would have the effect of broadening the legislation and expanding the criteria so that it would be possible to do a composite comparison of jobs. Mr. Scott said that the bill had been described as a useful evolutionary step forward and the government viewed it as a realistic enforceable piece of legislation that would provide a greater benefit to Ontario's working women than had hitherto been the case. He said that the composite approach would allow the Ministry to assess the degree of the problem and enable the identification of administrative problems. It would also allow an analysis of the impact on employers and the seriousness of the impact, although, the seriousness of the impact would not be a licence to continue discriminatory pay practices.

Doug Kelly provided some statistics on the work of the Equal Pay Section. In 1980, a special team had been set up to provide additional enforcement in the equal pay area. Since that time, 652 investigations were completed, out of which 421 were as a result of complaints while 231 were Ministry-initiated. Mr. Kelly stressed that a full investigation of the establishment was conducted in each of the 421 complaints. He said that since equal pay has been part of the Employment Standards Act, nearly 9,000 employees have benefitted. At least 50% of the activities were in non-unionized settings. Mr. Kelly stated that the Province of Ontario is very active in fighting pay discrimination, and will be stronger when the proposed changes to the legislation come through.

Elizabeth McIntyre, a labour lawyer and representative from the Ontario Committee on the Status of Women, spoke on the use of affirmative action programs to reduce the wage gap. She said that in spite of having legislation that ensures equal treatment in employment, equal opportunity has not been realized. Affirmative action programs require the taking of positive steps to overcome the effect of past discrimination and systemic discrimination. They are organized plans designed to give women the same opportunities in the workplace as men, and ensure the equality of opportunity which would hopefully lead to the equality of results. Ms. McIntyre cited some advantages to affirmative

action programs — they are not restricted to redressing past wrongs, but are future oriented; they attack the problem at a system level rather than at an individual level; they are better received by employers than are litigation of individual complaints; they work, as witnessed in the United States. Ms. McIntyre said that both Ontario and the federal government have their own affirmative action programs for their employees which have had limited success. In Ontario, in 1977, 3.9% of the highest level in the civil service were women. In 1982, 6.9% of this group were women. Ms. McIntyre pointed out that at this rate it would be 83 years before the percentage of women in senior positions reflected the proportion of women in the civil service as a whole. She acknowledged that some arguments had been raised that affirmative action programs are reverse discrimination. However, most of the human rights legislation in Canada and the Canadian Charter now protect affirmative action programs or any programs that benefit the disadvantaged. Ms. McIntyre stressed that affirmative action programs combined with effective equal value laws would have an impact on reducing the wage gap.

Judith Ramirez, co-ordinator of Intercede, an organization that works on behalf of domestic workers, made a presentation on the plight of domestic workers. She stated that the unprotected state of domestic workers reflects and reinforces the view that society has about the value, or lack of value, of housework. She said the fact that the value of female labour in the home, in our society, is set at zero, handicaps the valuing of all paid female labour. Thus, it is no accident that the lowest paid labour is that of domestic workers who do housework for pay for other people. Ms. Ramirez said that only since 1981, have domestic workers been entitled to a minimum wage, seven statutory holidays per year, two weeks annual paid vacation, and 36 consecutive hours off per week. However, the minimum wage of domestic workers is lower than the standard minimum wage. In addition, domestic workers are not covered by overtime provisions in the Employment Standards Act, which means they can be either working or on call for 132 hours a week. Domestic workers are also explicitly prohibited from organizing into a union. Ms. Ramirez spoke positively about some of the recent changes to the immigration policies, but said that provincial laws make it difficult for a domestic worker to earn a self-sufficient wage, one of the criteria for obtaining landed immigrant status. Intercede has called on the provincial government to make two immediate changes. First, to bring the domestic worker up to the standard minimum wage, and

Equal Value Forum (cont'd)

second, to regulate the hours of work and the over-time. She concluded by saying that the low pay, and the legal sanctioning of this low pay for domestic workers, is detrimental to all women, depressing the wages of all women and dragging down the value of female labour.

Edith Johnston of the Ontario Federation of Labour, spoke on the effect of collective bargaining on the wage gap. She said that one reason why women earn less than men is that they remain concentrated in pink collar job ghettos, such as clerical and secretarial work, health care, retail sales, domestic work and other service occupations. A second reason is that women's jobs have been undervalued in comparison with men's jobs. She said that unions have been trying to close the wage gap through collective bargaining, by having contract clauses written in the agreements to recognize the special needs of women, and no discrimination clauses allowing a union to grieve such things as unequal pay, sexual harassment, etc. Parental leave and maternity and adoption leave clauses were also part of contract negotiations. Ms. Johnston said that the OFL had made history recently by amending its constitution and bylaws to ensure the election of five female vice-presidents. However, she stressed that unions could not win the battle alone. Both unions and management must be totally committed to equality in the workplace. Union action is only one of the first steps in the struggle to win full equality, and equal value legislation is a necessity. Ms. Johnston said that equal value legislation would eliminate the gap between full and part-time workers that continues to exist in some agreements, and would put an end to the practice of using part-time workers as a source of cheap labour which in some cases results in the loss of full-time jobs.

The Ontario Status of Women Council is planning a follow-up to this conference, and is in the process of preparing conference proceedings.

Brief on Pornography & Prostitution

In March 1984, the Ontario Status of Women Council prepared a brief on the issue of pornography and prostitution. This brief was submitted to the Hon. Robert Welch as well as presented to the Special Committee on Pornography and Prostitution (Fraser Committee) appointed by the federal government.

In the brief, Council recommended that the Criminal Code provide a clearer and more effective definition and interpretation of obscenity and that the Ontario government in co-operation with the federal and municipal governments step up enforcement procedures as one of the means of eliminating pornography.

Council agreed with prior screening of films and videotapes for pornographic content and urged the Ontario government to establish clear and explicit guidelines for the Ontario Censor Board as to the type of pornographic material that is unacceptable.

The Council recommended changes to the Broadcast Act to prohibit abusive comment or abusive pictorial representation of either sex, and the inclusion of pay television stations within the Canadian Radio-Television & Telecommunication Commission sex-stereotyping guidelines.

With regard to prostitution, the Council recommended revisions to the Criminal Code which would have the effect of decriminalization for prostitutes and criminalization for customers, procurers and profiteers. Council saw the advantage of this approach was that the focus of prostitution would be aimed at customers, pimps and procurers rather than at the prostitutes whom the Council viewed as the victims who have the least control over the situation.

The Council also urged the Ontario government to institute social and economic reforms to assist the prostitutes to extricate themselves from this oppressive situation.

RECOMMENDATIONS ON PORNOGRAPHY

CRIMINAL CODE — OBSCENITY LEGISLATION

- 1) The word "publication" in Section 159(8) should be changed to "any matter or thing".
- 2) The guidelines and standards for interpretation of the obscenity legislation should be uniform across Canada.
- 3) Either the current use of concept of community standards of tolerance ought to be abandoned or a representative survey of Canadian views ought to be conducted and made available to the judiciary. Use of such survey results in court decisions would require a change in law that would clearly state such evidence is admissible.

In addition, for cases where the prosecution is taken under Section 159, the Criminal Code should be amended to permit the Attorney General to override an accused's option for mode of trial and request a trial by jury. (Standing Committee on Justice and Legal Affairs, 1978)

- 4) The word "dominant" should be eliminated from Section 159(8).
- 5) Section 159(8) should be changed to allow for the undue exploitation of any one or more of crime, horror, cruelty, violence or sex or the undue degradation of one or more persons to be considered obscene.
- 6) When sex and any one or more of violence, horror, or cruelty, are shown in combination in any matter or thing, there should be less stringent criteria used in order to establish undue exploitation. In addition, written or pictorial content that represents a victim as enjoying or desiring pain for sexual pleasure ought to indicate undue exploitation. Research clearly shows that the combination of sex with any of the above subjects and the indication of enjoyment of abuse by the victim has the worst effect in terms of promoting violence against women.
- 7) For the purposes of subsection (8), any matter or thing that is otherwise obscene should be deemed to be obscene whether or not any acts or circumstances which are depicted or described in the matter or thing have been simulated.
- 8) Section 159(9) should be amended to include sexually explicit material involving children within the definition of obscenity. Where one or more persons depicted in sexual poses or scenes is a child (under 18 years of age) or is an adult portraying a child, it should be deemed obscene.
- 9) The sale or provision of obscene matter to children (persons under the age of 18) should be a separate charge under the Criminal Code and be subject to stiffer penalties.
- 10) As was similarly stated in the Standing Committee on Justice and Legal Affairs (1978), provincial, regional, municipal and local authorities should adopt the necessary zoning and child protection legislation, regulations and by-laws to ensure that pornography is advertised, displayed and sold discreetly to adults and under no circumstances to children or young people (under the age of 18).

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Pornography & Prostitution (cont'd)

- 11) Section 165 of the Criminal Code should be amended so that stiffer penalties could be imposed on individuals convicted under Section 159.

CRIMINAL CODE — HATE PROPAGANDA LEGISLATION

- 1) The Criminal Code should be amended to include gender as an “identifiable group” in Section 281.1(4).
- 2) The word “willfully” should be removed from Section 281.2(2).
- 3) The approval of the Attorney General of the province should not be required to prosecute under Sections 281.1 and 281.2.

CUSTOMS TARIFF ACT AND PROCEDURES

- 1) Police forces at all levels, in both Canada and the United States, must engage in a vigorous, and ongoing campaign to detect, apprehend, and prosecute those who are involved in the production, manufacture, distribution, importation and sale of pornographic material. The purpose of this campaign should be to dismantle these criminal networks which are involved in a number of related fields of illegal activity.
- 2) In collaboration with a concerted police effort, Canadian Customs must be much more vigilant in detecting and prohibiting the entry into Canada of pornographic material.
- 3) The Customs and Excise Branch of Revenue Canada should hire and train the necessary personnel and acquire the necessary equipment to vigorously enforce anti-pornography legislation across Canada in an effective, co-ordinated manner.
- 4) Importers found to be attempting to take pornographic materials across the border should be charged and subject to heavy fines as well as having the goods seized and destroyed.
- 5) Standards at all Canadian borders should be made as uniform as possible. Clear guidelines on obscenity should be established federally and no province should be allowed to set standards that differ from the federal standards. The guidelines should be based on the definition of obscenity as stated in a revised Criminal Code.
- 6) Section 9(2)(vii) of the Customs guidelines should be amended to allow “identifiable group” to include gender.

- 7) The loophole in the legislation which allows the original films but not the copies to be banned, should be closed.

OTHER LEGISLATION

1) BROADCASTING REGULATIONS

The Television Broadcasting Regulations of the federal Broadcasting Act should be amended to include the words ‘or of either sex’ to Section 6.1(b) “... No station or network operator or pay television licensee shall broadcast ... any abusive comment or abusive pictorial representation of any race, religion, creed, or of either sex.”

2) SEX-ROLE STEREOTYPING GUIDELINES

The Canadian Radio-Television and Telecommunications Commission should take measures to ensure broadcasters adhere to its guidelines set out by the Task Force on Sex-Role Stereotyping. It should be made clear that adherence to the sex-role stereotyping guidelines would disallow presentations of pornographic material. Identical guidelines should immediately be established in the pay television industry. Licences for pay television should be contingent upon adherence to these guidelines. The Canadian Film Development Corporation, the Department of Communications, the Canada Council and all other government-funded communication and cultural agencies should also adhere to sex-role stereotyping guidelines.

3) MUNICIPAL BY-LAWS

The Municipal Act should be amended to make it easier for municipalities to effectively regulate with respect to pornography. Municipalities are limited in the methods available to them under the Municipal Act to regulate the sale of pornographic materials. The most any municipality can do is attempt, with the limited powers available to it, to keep pornography out of reach and sight of young children. The authority given to the municipalities allows them to designate stores selling pornography as adult entertainment parlours and to regulate how these stores display “goods or services that appeal to erotic or sexual appetites or inclinations.” As the language in this Act indicates, we are once again faced with legislation that focuses on the sexual aspect of the material and does not deal with the true nature of pornography.

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Pornography & Prostitution (cont'd)

RECOMMENDATIONS ON PROSTITUTION

CRIMINAL CODE

- 1) The soliciting provision in Section 195.1 should be abolished.
- 2) Section 195.1 should be replaced with “every person who purchases or offers to purchase a sexual service or sexual services is guilty of:
 - a) an indictable offence and is liable to imprisonment for two years if the offence is committed in relation to a person under the age of 18 years, or
 - b) an offence punishable on summary conviction if the offence is committed in relation to a person 18 years of age or more”;
- 3) The offence of procuring in Section 195 should be amended to provide protection for all persons procured;
- 4) The provisions relating to procurers and pimps should be strengthened and vigorously enforced;
- 5) The bawdy-house provisions should be changed in order to penalize profiteers;
- 6) The Criminal Code should be widened to include all those who profit from prostitution.

SOCIAL REFORM

- 1) Social policies to deal with job counselling, relocation, retraining and emotional counselling of prostitutes should be developed;
- 2) Special programs should be developed to deal with the needs of adolescent prostitutes.

ECONOMIC REFORM

The following measures should be implemented:

- 1) legislated affirmative action programs;
- 2) contract compliance;
- 3) better enforcement of the employment standards legislation;
- 4) improved childcare facilities;
- 5) re-training programs for women to assist them to enter the higher paying non-traditional jobs;
- 6) extension of benefits to part-time workers on a pro-rated basis with full-time workers;
- 7) changes to social benefits legislation in order to allow women to adequately support their families.

Groups spoken to and conferences attended

- Peter Secor Parent Association
- Westin Breakfast Group
- Toronto Regional Group of IPAC
- Ban Righ Foundation, Queen's University
- Mississauga Board of Trade
- Ontario Tire Dealers' Association
- Haldimand Federation of Agriculture
- Ontario Advisory Council on Senior Citizens
- Humber College
- COSTI
- Council of Business & Professional Women's Clubs of Metropolitan Toronto
- Conference on Pensions in Oakville
- University Women's Club of Oakville
- Kingston Women's Network
- Business & Professional Women's Club of Cobourg
- Premier's Policy Conference
- Ontario Progressive Conservative Policy Conference
- Japanese Businesswomen
- Latvian Canadian Cultural Centre
- General Federation of Women's Clubs (American Women)
- Conference on Visible Minority Women
- Zonta Club of Toronto
- Hadassah-WIZO Convention
- Canadian Club of Pembroke and District
- Federal Progressive Conservative Women's Caucus of Peel-Halton
- Scarborough North Progressive Conservative Association
- Canadian Life and Health Insurance Association
- Appleby College
- Stratford University Women's Club
- Ontario Progressive Conservative Association of Women
- Women in Theatre
- Canadian Club of North Bay
- Federation of Women Teachers of North Bay
- Hotel Dieu of Kingston, secretarial/clerical cell
- International Toastmisress Club
- The Seekers
- Eastern Ontario Women's Association
- Canadian Club of Hamilton
- Canadian Club of Burlington
- Young President's Association
- Frontenac Ontario Secondary School Teachers' Federation, Status of Women Committee
- Moore Township Progressive Conservative Women's Association
- Ontario Liberal Women's Caucus — Perspectives on Women

Council Guests

DATE	NAME	AGENCY	TOPIC
April 29 1983	Daniel Bajorek	Toronto Domestic Response Team	Family Violence
	Judge Lucien Beaulieu Senior Family Court Judge	Family Court, Jarvis Street, Toronto	Family Violence
	Trudy Don Co-ordinator	Ontario Association of Interval & Transition Houses	Family Violence
	Barbara Ferns Assistant Crown Attorney	Ministry of the Attorney General	Family Violence
	Dr. Doris Guyatt Senior Policy Advisor	Ministry of Community & Social Services	Family Violence
	Dr. Pat Kincaid	Author of <i>The Omitted Reality: Husband-Wife Violence in Ontario</i>	Family Violence
	Constable Alice Littleford	Toronto Domestic Response Team	Family Violence
	John Lukash Instructor	Ontario Police College Aylmer	Family Violence
	Staff Sgt. Ron McKnight	Toronto Domestic Response Team	Family Violence
	Dorothy McPhedran Education Officer	Ministry of Education	Family Violence
	Fran Pendrith	Ministry of Community & Social Services	Family Violence
	Leni Untinen Co-ordinator	Faye Peterson Transition House, Thunder Bay	Family Violence
August 5 1983	Hon. Robert Welch	Minister Responsible for Women's Issues	
February 3 & 4, 1984	Rita Cadieux Deputy Chief Commissioner	Canadian Human Rights Commission	Equal Value
	Mary Cornish	Equal Pay Coalition	Equal Value
	Geoffrey Hale Director of Government Relations	Canadian Organization of Small Business Inc.	Equal Value
	Edith Johnston	United Auto Workers	Equal Value

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Council Guests (cont'd)

DATE	NAME	AGENCY	TOPIC
Feb 3 & 4, 1984	Doug Kelly	Ministry of Labour Equal Pay Section	Equal Value
	Alberte Ledoyen Researcher	Quebec Human Rights Commission	Equal Value
	Elizabeth McIntyre	Ontario Committee on the Status of Women	Equal Value
	Judith Ramirez Co-ordinator	Intercede	Equal Value
	Dr. Ratna Ray Director	Women's Bureau Labour Canada	Equal Value
	John Scott Director	Employment Standards Branch Ministry of Labour	Equal Value
	Robert Sloan	Canadian Manufacturers' Association	Equal Value
	Ted Ulch	Canadian Human Rights Commission Equal Pay Section	Equal Value
Feb. 29 1984	John Whitehouse	International Labour Organisation	Equal Value
	Hon. Robert Welch	Minister Responsible for Women's Issues	
March 31 1984	Helen Finley	Frontenac Family Referral Service	Mediation Services

Invité(s) (suite)

DATE	NOM	ORGANISME	SUJET
3 et 4 fév. 1984	Judith Ramirez coordonnatrice	Intercede	Valeur égale
	Ratna Ray directrice	Bureau de la main d'oeuvre féminine Travail Canada	Valeur égale
	John Scott directeur	Direction des normes d'emploi Ministère du Travail	Valeur égale
	Robert Sloan	Association des manufacturiers canadiens	Valeur égale
	Ted Ulich	Section du salaire égal Commission canadienne des droits de la personne	Valeur égale
	John Whitehouse	Organisation internationale du travail	Valeur égale
29 fév. 1984	Hon. Robert Welch	Ministre responsable de la condition féminine	Valeur égale
31 mars 1984	Helen Finley	Frontenac Family Referral Service	Services de médiation

Invité(e)s du Conseil

DATE	NOM	ORGANISME	SUJET
29 avril 1983	Daniel Bajorek	Toronto Domestic Response Team	Violence au foyer
5 août 1983 3 et 4 fév. 1984	Juge Lucien Beaulieu	Cour provinciale Division de la famille rue Jarvis, Toronto	Violence au foyer
	Juge principal Division de la famille		
	Trudy Don	Ontario Association of Interval and Transition Houses	Violence au foyer
	Barbara Ferns	Ministère du Procureur général	Violence au foyer
	Couronne sous-procureur de la		
	Doris Guyatt	Ministère des Services sociaux et communautaires	Violence au foyer
	conseillère principale en politiques		
	Pat Kincaid	Auteur de <i>The Omitted Reality: Husband-Wife Violence in Ontario</i>	Violence au foyer
	Alice Littleford	Toronto Domestic Response Team	Violence au foyer
	agent de police		
5 août 1983 3 et 4 fév. 1984	John Lukash	École de police de l'Ontario, Aylmer	Violence au foyer
	Ron McKnight	Toronto Domestic Response Team	Violence au foyer
	sergent en chef		
	Dorothy McPhedran	Ministère de l'Éducation	Violence au foyer
	agent d'éducation		
	Fran Pendrith	Ministère des Services sociaux et communautaires	Violence au foyer
	Leni Untinen	Northwestern Ontario Women's Decade Council	Violence au foyer
	Hon. Robert Welch	Ministre responsable de la condition féminine	Violence au foyer
	Rita Cadieux	Commission canadienne des droits de la personne	Violence au foyer
	adjointe au président		
5 août 1983 3 et 4 fév. 1984	Mary Cornish	Equal Pay Coalition	Violence au foyer
	Geoffrey Hale	Canadian Organization of Small Business Inc.	Violence au foyer
	directeur des relations avec le gouvernement		
	Edith Johnston	United Auto Workers	Violence au foyer
	Doug Kelly	Section du salaire égal Ministère du Travail	Violence au foyer
	Alberte Ledoyen	Commission des droits de la personne du Québec	Violence au foyer
	rechercheur		
	Elizabeth McIntyre	Comité ontarien de la condition féminine	Violence au foyer

Rencontres avec différents groupes et participation aux conférences

- Peter Secor Parent Association
- Westin Breakfast Group
- Toronto Regional Group of IPAC
- Ban Righ Foundation, université Queen's
- Chambre de commerce de Mississauga
- Ontario Tire Dealers' Association
- Haldimand Federation of Agriculture
- Conseil consultatif de l'Ontario sur l'âge d'or
- Humber College
- COSTI
- Council of Business & Professional Women's Clubs of Metropolitan Toronto
- Rencontre sur les pensions à Oakville
- University Women's Club of Oakville
- Kingston Women's Network
- Business & Professional Women's Club of Cobourg
- Réunion de politique du premier ministre
- Réunion de politique du Parti progressiste conservateur de l'Ontario
- Femmes d'affaires japonaises
- Latvian Canadian Cultural Centre
- General Federation of Women's Clubs (États-Unis)
- Conference on Visible Minority Women
- Zonta Club of Toronto
- Congrès de Hadassah-WIZO
- Canadian Club of Pembroke and District
- Réunion du comité électoral des femmes du Parti progressiste conservateur de Peel-Halton
- Scarborough North Progressive Conservative Association
- Canadian Life and Health Insurance Association
- Appleby College
- Stratford University Women's Club
- Ontario Progressive Conservative Association of Women
- Women in Theatre
- Canadian Club of North Bay
- Federation of Women Teachers of North Bay
- Hôtel Dieu de Kingston, cellule du secrétariat International Toastmistress Club
- The Seekers
- Eastern Ontario Women's Association
- Canadian Club of Hamilton
- Canadian Club of Burlington
- Young President's Association
- Frontenac Ontario Secondary School Teachers' Federation, Status of Women Committee
- Moore Township Progressive Conservative Women's Association
- Réunion du comité électoral des femmes du Parti libéral de l'Ontario — perspective féminine

- ou
- b) d'une infraction punissable sur déclaration sommaire de culpabilité si l'infraction est commise en relation avec une personne de 18 ans ou plus".
- 3) L'infraction de proxénétisme à l'article 195 devrait être amendée pour assurer la protection de toutes les personnes qui en sont les victimes.
- 4) Les dispositions relatives aux proxénètes et aux entremetteurs devraient être renforcées et vigoureusement appliquées.
- 5) Les dispositions sur les maisons de débauche devraient être amendées afin de pénaliser ceux qui en tirent profit.
- 6) Les dispositions du Code criminel devraient être étendues à tous ceux qui tirent profit de la prostitution.
- RÉFORMES SOCIALES
- 1) Il faudrait élaborer des politiques sociales qui visent l'orientation professionnelle, la réinstallation, le recyclage et le soutien affectif des prostituées.
- 2) Des programmes spéciaux devraient être conçus pour répondre aux besoins des adolescentes qui se prostituent.
- RÉFORMES ÉCONOMIQUES
- Les mesures suivantes devraient être prises:
- 1) programmes d'action positive sanctionnés par la loi;
- 2) respect des contrats;
- 3) meilleure application des dispositions législatives relatives aux normes d'emploi;
- 4) amélioration des possibilités de garde d'enfants;
- 5) programmes de recyclage qui permettent aux femmes d'occuper des emplois mieux rémunérés et jusqu'ici réservés aux hommes;
- 6) avantages sociaux pour les travailleurs à temps partiel au prorata des travailleurs à plein temps;
- 7) modification des textes législatifs sur les femmes du subvenir adéquatement aux besoins de leur famille.

devraient être immédiatement imposées dans le secteur de la télévision payante. Les permis accordés dans ce domaine devraient être assujettis au respect de ces directives. La Société de développement de l'industrie cinématographique canadienne, le ministère des Communications, le Conseil des Arts du Canada et tous les autres organismes culturels et de communication financés par le gouvernement devraient aussi être tenus d'observer les directives sur les stéréotypes sexuels.

3) ARRÊTÉS MUNICIPAUX

La Loi sur les municipalités devrait être amendée pour permettre à ces dernières d'édicter plus facilement des règlements relativement à la pornographie. Les municipalités sont limitées quant aux méthodes qu'elles peuvent utiliser aux termes de la Loi sur les municipalités pour réglementer la vente du matériel pornographique. Le maximum que puisse faire une municipalité, avec l'autorité limitée dont elle dispose, est de veiller à ce que la pornographie reste hors de la vue et de la portée des jeunes enfants. Le pouvoir imparti aux municipalités leur permet de désigner comme réserves aux adultes les magasins qui vendent de la pornographie et de réglementer la façon dont ces magasins exposent les marchandises ou les services qui font appel aux inclinations et aux appétits érotiques ou sexuels. Comme le montre le langage utilisé dans cette loi, nous avons affaire une fois de plus à un texte qui s'attache à l'aspect sexuel du matériel et ne traite pas de la vraie nature de la pornographie.

RECOMMANDATIONS SUR LA PROSTITUTION

CODE CRIMINEL

- 1) La disposition sur la sollicitation de l'article 195.1 devrait être abolie.
- 2) L'article 195.1 devrait être remplacé par "toute personne qui achète ou offre d'acheter un service sexuel ou des services sexuels est coupable
- a) d'un acte criminel et est passible d'une peine de prison de deux ans si l'infraction est commise en relation avec une personne de moins de 18 ans,

- 9) Le fait de procurer ou de vendre du matériel obscène à des enfants (personnes de moins de 18 ans) devrait faire l'objet d'une infraction séparée aux termes du Code criminel et être passible de peines plus sévères.
- 10) Comme il a également été déclaré au Comité permanent de la justice et des affaires judiciaires (1978), les autorités locales, municipales, régionales et provinciales devraient adopter les arrêtés, règlements et textes de loi nécessaires en matière de zonage et de protection de l'enfance pour veiller à ce que le matériel pornographique soit annoncé, présenté et vendu de façon discrète aux adultes et en aucune circonstance aux enfants ou aux jeunes gens (de moins de 18 ans).
- 11) L'article 165 du Code criminel devrait être amendé pour prévoir des peines plus sévères à l'égard des individus condamnés aux termes de l'article 159.

- CODE CRIMINEL — DISPOSITIONS TOUCHANT LA PROPAGANDE HAINEUSE
- 1) Le Code criminel devrait être amendé pour inclure le genre au nombre des "groupes identifiables" à l'article 281.1 (4).
- 2) Le terme "volontairement" devrait être supprimé de l'article 281.2 (2).
- 3) L'approbation du procureur général de la province ne devrait pas être requise pour interdire des poursuites aux termes des articles 281.1 et 281.2.

- LOI SUR LE TARIF DES DOUANES ET PROCÉDURES AFFÉRENTES
- 1) Les forces de police de tous les paliers de gouvernement, aussi bien aux États-Unis qu'au Canada, devraient entreprendre une longue et vigoureuse opération visant à dépiester, appréhender et poursuivre ceux qui prennent part à la production, la fabrication, la distribution, l'importation et la vente de matériel pornographique. Cette opération aurait pour but de démanteler ces réseaux criminels qui s'adonnent à un certain nombre d'autres activités illégales.
- 2) En collaboration avec un effort concerté de la police, les douanes canadiennes devraient faire preuve de plus de vigilance relativement à la découverte et à l'interdiction de tout matériel pornographique que l'on cherche à faire entrer au Canada.

- 3) La Direction des Douanes et Accise de Revenu Canada devrait engager et former le personnel nécessaire et se procurer l'équipement voulu pour appliquer vigoureusement dans tout le Canada les dispositions législatives relatives à la pornographie de façon efficace et coordonnée.
- 4) Les importateurs qui ont été pris alors qu'ils tentaient de faire entrer au Canada du matériel pornographique devraient être inculpés et passibles de lourdes amendes, en plus de voir leurs marchandises saisies et détruites.
- 5) Les normes devraient être aussi uniformes que possible à toutes les frontières canadiennes. Des directives claires sur l'obscénité devraient être établies au niveau fédéral et les provinces ne devraient pas avoir le droit de fixer des normes différentes des normes fédérales. Les directives devraient être basées sur une définition de l'obscénité figurant dans un Code criminel révisé.
- 6) L'article 9 (2) (vi) des directives relatives aux douanes devrait être amendé pour inclure le genre au nombre des "groupes identifiables".
- 7) La faille de la législation qui permet d'interdire les films originaux mais pas les copies doit être rectifiée.

AUTRES DISPOSITIONS LÉGISLATIVES

- 1) RÉGLEMENTS RELATIFS À LA RADIO— DIFFUSION
- Les règlements sur la télédiffusion de la Loi fédérale sur la radiodiffusion devraient être amendés et les mots "de l'un ou l'autre sexe" ajoutés à l'article 6.1 (b) ... (il est interdit à une station, à un exploitant de réseau ou à un détenteur de licence dans le secteur de la télévision payante ... de diffuser des images ou des propos blessants pour toute race, religion ou croyance, ou l'un ou l'autre sexe).

2) DIRECTIVES RELATIVES AUX STÉRÉOTYPES SEXUELS

Le Conseil de la radiodiffusion et des télécommunications canadiennes devrait prendre des mesures pour veiller à ce que les diffuseurs travaillent sur les stéréotypes sexuels. Il devrait être clairement établi que les directives sur les stéréotypes sexuels interdisent la présentation de matériel pornographique. Des directives identiques

Mémoire sur la pornographie et la prostitution

En mars 1984, le Conseil ontarien du statut de la femme a préparé un mémoire sur la question de la pornographie et de la prostitution. Le mémoire a été soumis à l'honorable Robert Weich ainsi qu'au comité spécial sur la pornographie et la prostitution (le comité Fraser) nommé par le gouvernement fédéral.

Dans ce mémoire, le Conseil recommandait que le Code criminel donne une définition et une interprétation plus claires et plus efficaces de l'obscénité et que le gouvernement de l'Ontario, en collaboration avec le gouvernement fédéral et les municipalités, mette en place des méthodes d'application de la loi, pour contribuer à l'élimination de la pornographie.

Le Conseil s'est dit d'accord quant au visionnement préalable des films et des vidéo-cassettes, dans le cadre de la lutte contre la pornographie, et a insisté auprès du gouvernement de l'Ontario pour qu'il établisse des directives claires et explicites à l'intention de la Commission de censure de l'Ontario quant au type de matériel pornographique qui est inacceptable.

Le Conseil a recommandé que des amendements soient apportés à la Loi sur la radiodiffusion afin d'interdire la représentation injurieuse de l'un ou l'autre sexe, ou les commentaires injurieux envers l'un ou l'autre, et d'imposer aux postes de télévision payants les directives du Conseil de la radio-diffusion et des télécommunications canadiennes en ce qui a trait aux stéréotypes sexuels.

Relativement à la prostitution, le Conseil a recommandé que soit révisé le Code criminel afin de décriminaliser les prostituées et de faire peser l'infraction sur les clients, les proxénètes et les entremetteurs. Le Conseil voyait là une bonne façon de concentrer la question de la prostitution sur les clients, les entremetteurs et les proxénètes plutôt que sur les prostituées qui, à son avis, en tant que victimes, ont le moins de prise sur la situation.

Le Conseil a insisté aussi auprès du gouvernement de l'Ontario pour qu'il institue des réformes sociales et économiques qui aident les prostituées à se sortir de cette situation opprimante.

RECOMMANDATIONS SUR LA PORNOGRAPHIE

CODE CRIMINEL — DISPOSITIONS LÉGISLATIVES SUR L'OBSCÉNITÉ

- 1) Le terme "publication" à l'article 159 (8) devrait être remplacé par l'expression "tout matériel ou chose".
- 2) Les directives et les normes touchant l'inter-prétation des dispositions législatives sur l'obscénité devraient être les mêmes dans tout le Canada.

- 3) Ou bien le recours actuel au concept de normes de tolérance, ou bien il faudrait procéder à un abandonné, ou bien il faudrait procéder à un sondage représentatif de l'opinion canadienne dont les résultats seraient soumis aux autorités judiciaires. Pour pouvoir fonder une sentence sur les résultats de ce sondage, il faudrait apporter un amendement à la loi qui stipule clairement que ce type de preuve est admissible. De plus, pour les affaires donnant lieu à des poursuites aux termes de l'article 159, le Code criminel devrait être amendé pour permettre au procureur général de passer outre au droit de demander un jugement par jury. (Comité permanent de la justice et des affaires judiciaires, 1978).
- 4) Le terme "dominante" devrait être éliminé de l'article 159 (8).
- 5) L'article 159 (8) devrait être amendé pour prévoir qu'est réputée obscène l'exploitation induite de l'un quelconque ou plusieurs des sujets suivants, savoir le crime, l'horreur, la cruauté, la violence ou le sexe ou la dégradation induite d'une ou plusieurs personnes.

- 6) Lorsqu'un comportement sexuel et une ou plusieurs formes de violence, d'horreur ou de cruauté sont représentés ensemble dans tout matériel ou chose, les critères utilisés pour établir l'exploitation induite devraient être moins rigoureux. En outre, tout texte ou image qui montre que la victime prend plaisir à la souffrance ou la désire aux fins de gratification sexuelle devrait être une indication qu'il y a exploitation induite. La recherche indique clairement en effet que c'est la combinaison du comportement sexuel avec l'un des sujets mentionnés ci-dessus, accompagnée de l'indication que la victime y prend du plaisir, qui produit les pires effets en termes d'encouragement à la violence envers les femmes.
- 7) Aux fins du paragraphe (8), tout matériel ou chose qui est autrement obscène sera réputée obscène, que les actes ou circonstances représentés ou décrits dans le matériel ou la chose soient stimulés ou non.
- 8) L'article 159 (8) devrait être amendé pour inclure dans la définition de l'obscénité tout matériel explicite impliquant des enfants. Si une ou poses sexuelles sont des enfants (personnes de moins de 18 ans) ou des adultes représentant des enfants, la chose devrait être réputée obscène.

les expériences menées aux États-Unis. Elle a déclaré que les gouvernements de l'Ontario et du Canada avaient leurs propres programmes d'action positive pour leurs employés, et que ces programmes n'avaient connu qu'un succès mitigé. En 1977, 3,9 pour cent des cadres supérieurs dans la fonction publique de l'Ontario étaient des femmes. En 1982, ce pourcentage était passé à 6,9 pour cent. Elle a signalé qu'à ce rythme, il faudrait attendre 83 ans avant que le pourcentage de femmes à des postes supérieurs soit proportionnel au pourcentage de femmes dans l'ensemble de la fonction publique. Elle a admis qu'on avait soulevé certains arguments, à savoir que les programmes d'action positive constituaient une forme de discrimination inversée. Cependant, la majorité des lois sur les droits de la personne au Canada et la Charte du Canada protégeaient actuellement les programmes d'action positive ou tout programme pouvant profiter aux personnes défavorisées. Mme McIntyre a souligné que les programmes d'action positive et des lois efficaces sur la parité salariale contribueraient à réduire l'écart dans les salaires.

Mme Judith Ramirez, coordonatrice d'Intercede, un organisme qui œuvre au nom des employés de maison, a fait une présentation sur la situation lamentable de ces travailleurs. Elle a déclaré que le manque de protection à l'égard des domestiques reflétait et renforçait l'opinion de la société au sujet de la valeur, ou de l'absence de valeur, des travaux ménagers. Elle a signalé que la valeur du travail de la femme à la maison, dans notre société, était fixée à zéro, et que cela nuisait à la valorisation de tout travail rémunéré effectué par la femme. Ainsi, ce n'est pas un hasard si le travail le moins bien rémunéré est celui des travailleurs qui font du ménage pour d'autres personnes. Mme Ramirez a indiqué que les domestiques n'avaient droit que depuis 1981 à un salaire minimum, à sept jours fériés par année, à deux semaines de congés annuels payés et à 36 heures consécutives de congé par semaine. Le salaire minimum des employés de maison reste cependant inférieur au salaire minimum normal. De plus, les domestiques ne sont pas protégés par les dispositions sur le surtemps inscrites dans la Loi sur les normes d'emploi, et cela signifie qu'ils peuvent travailler ou être en disponibilité pendant une période de 132 heures par semaine. En outre, on interdit explicitement aux domestiques de se joindre à un syndicat. Mme Ramirez a appuyé certaines des modifications récentes apportées aux politiques de l'immigration, mais elle a déclaré que les lois provinciales rendaient difficile à un domestique de gagner un salaire lui permettant de subvenir à ses besoins, l'un des critères pour l'obtention du statut d'immigrant reçu. Intercede a prié instamment le

gouvernement provincial d'apporter deux changements immédiats : 1) porter le salaire des employés de maison au même niveau que celui des autres travailleurs, et 2) réglementer les heures de travail et le surtemps des domestiques. En guise de conclusion, elle a affirmé que le versement de faibles salaires aux domestiques et le fait que cet état de chose soit entériné dans les lois nuisaient à toutes les femmes, car il réduisait leurs salaires et rabaisaient la valeur de leur travail. Mme Edith Johnston, de la Fédération du travail de l'Ontario, a parlé de l'effet des négociations collectives sur l'écart salarial. Elle a déclaré qu'une des raisons pour lesquelles les femmes gagnaient moins que les hommes était qu'elles restaient cantonnées dans le ghetto des emplois de "cols roses", comme les emplois de commis ou de secrétaire, les emplois dans le domaine des services de santé, dans la vente au détail, le travail ménager et les autres emplois dans le secteur des services. Une deuxième raison est le fait que les emplois des femmes soient sous-évalués par rapport à ceux des hommes. Elle a signalé que les syndicats essayaient de réduire l'écart salarial au moyen de négociations collectives en prévoyant l'insertion de clauses contractuelles qui tiennent compte des besoins particuliers des femmes et de clauses qui interdisent la discrimination et qui claquent sur les syndicats de présenter des griefs en cas de disparité salariale, de harcèlement sexuel, etc. Les clauses relatives aux congés de maternité et aux congés de maternité et d'adoption ont également fait l'objet de négociations contractuelles. Mme Johnston a déclaré que la F.T.O. avait récemment créé un précédent en amendant sa constitution et ses règlements pour que cinq vice-présidents soient des femmes. Elle a toutefois souligné que les syndicats ne s'engagent pas à remporter seuls la victoire. Les syndicats et le patronat doivent s'engager sans réserves dans la lutte pour l'égalité en milieu de travail. Les initiatives dans la lutte pour l'égalité, il est essentiel d'adopter des lois sur la parité salariale. Mme Johnston a également signalé que de telles lois permettraient d'éliminer l'écart salarial qui existe toujours entre les travailleurs à temps plein et les travailleurs à temps partiel en vertu de certaines conventions collectives, et de mettre fin à l'engagement d'employés à temps partiel comme source de main-d'œuvre à bon marché, qui entraîne parfois la perte d'emplois à plein temps. Le Conseil ontarien du statut de la femme projette d'organiser une conférence pour faire suite à cette conférence-cj, et il en prépare actuellement le procès-verbal.

Mme Alberte Ledoyen, chercheuse à la Commission des droits de la personne du Québec, a déclaré que la commission s'était occupée de 37 enquêtes en matière de parité salariale pour les fonctions équivalentes depuis juin 1976, date d'entrée en vigueur de la Charte du Québec. Vingt de ces enquêtes ont abouti au stade de la médiation. La majorité des plaintes provenaient du secteur privé et avaient trait à des secteurs qui font peu appel à la technologie, comme les industries de l'alimentation et des boissons, du papier et du tabac. Environ 1 000 femmes ont été directement touchées par les accords, mais plus de 3 500 femmes, qui étaient pratiquement toutes des employées non qualifiées, en ont bénéficié. Selon sa politique, la Commission des droits de la personne du Québec détermine d'abord s'il y a effectivement discrimination, puis elle utilise le système existant d'évaluation de la compagnie pour vérifier si cette dernière entretient des préjugés. Si la compagnie ne dispose pas d'un tel système, la commission utilise un système normalisé d'évaluation chiffrée des fonctions, lequel est fondé sur quatre facteurs principaux qui sont mis en rapport avec chaque poste, que ce soit un homme ou une femme qui l'occupe. La commission a décélé un certain nombre de problèmes dans l'application de la loi, notamment des interventions limitées, un manque d'appui à l'égard des femmes qui se dirigent vers des emplois d'ordinaire réservés aux hommes, conséquence de pressions sociales internes au sein d'une compagnie, le peu d'enthousiasme des employeurs à engager des femmes, un certain nombre de cas touchant en fait un travail égal ou sensiblement égal plutôt qu'un travail équivalent, et l'incapacité des travailleurs à percevoir un écart salarial discriminatoire et à porter plainte. Elle espère cependant qu'un programme obligatoire d'action positive, récemment introduit dans la Charte du Québec, réglera la situation.

M. John Scott, directeur des normes d'emploi au ministère du Travail de l'Ontario, et M. Doug Kelly, chef de la Section du salaire égal à la Direction des normes d'emploi, ont fait une présentation conjointe. M. Scott a parlé de la loi actuellement en vigueur en Ontario. Il a déclaré que l'Ontario avait été la première province canadienne à s'attaquer à la question de la parité salariale. Il a indiqué que le ministre du Travail avait récemment proposé des amendements à la Loi sur les normes d'emploi, lesquels élargiraient la portée de la loi et les critères de façon qu'il soit possible de procéder à une comparaison composite des emplois. M. Scott a signalé que le projet de loi avait été décrit comme étant une étape évolutionniste importante, et que le gouvernement estimait qu'il s'agissait d'une

mesure législative réaliste et applicable qui permettrait aux femmes ontariennes de jouir à l'avance de meilleurs avantages sur le marché du travail. Il a déclaré que la méthode composite permettrait au ministère d'évaluer la gravité du problème et de déterminer quels sont les problèmes administratifs. Elle permettrait également d'analyser l'impact des nouvelles mesures sur les employeurs et de déterminer l'importance de cet impact. L'importance de ce dernier ne justifierait toutefois pas le maintien de pratiques discriminatoires sur le plan salarial.

M. Doug Kelly a présenté des statistiques sur les travaux de la Section du salaire égal. En 1980, une équipe spéciale a été créée pour mieux appliquer la loi en matière de parité salariale. Depuis, 652 enquêtes ont été effectuées; sur ce nombre, 421 enquêtes faisaient suite à des plaintes et 231 enquêtes résultaient de l'initiative du ministère. M. Kelly a souligné qu'une enquête complète sur l'établissement avait été menée pour chacune des 421 plaintes. Il a indiqué que depuis que la Loi sur les normes d'emploi contenait des dispositions sur la parité salariale, près de 9 000 employés en avaient bénéficié. Au moins 50 pour cent des activités de la section se sont déroulées en milieu non syndiqué. M. Kelly a déclaré que le gouvernement de l'Ontario était très actif dans la lutte contre la discrimination salariale et qu'il le serait davantage lorsque le projet de loi serait adopté.

Mme Elizabeth McIntyre, représentante du comité ontarien de la condition féminine et avocate qui se spécialise en droit du travail, a parlé de l'utilisation des programmes d'action positive pour réduire l'écart dans les salaires. Elle a déclaré que même s'il existait actuellement une loi garantissant un traitement égal aux hommes et aux femmes dans la population active, l'égalité des chances n'était pas encore un fait acquis. Les programmes d'action positive demandent que soient prises des mesures positives pour contre les effets de la discrimination passée et de la discrimination systémique. Ces programmes sont des plans méthodiques conçus pour donner les mêmes chances aux femmes qu'aux hommes sur le marché du travail et leur assurer l'égalité des chances qui, espérait-on, leur permettrait d'atteindre les mêmes résultats que les hommes. Mme McIntyre a énuméré certains avantages des programmes d'action positive : ils ne visent pas uniquement à redresser les injustices du passé, mais sont axés sur l'avenir; ils cherchent à régler les problèmes à l'échelle du système plutôt que sur une base individuelle; ils sont mieux acceptés par les employeurs que les actions judiciaires faisant suite à des plaintes individuelles; ils donnent de bons résultats comme le démontrent

état de fait. À son avis, si les salaires versés aux femmes qui oeuvrent dans les ghettos d'emplois féminins étaient les mêmes que ceux qui sont payés aux hommes dans des ghettos d'emplois semblables, il y aurait des échanges entre ces deux ghettos. Elle s'est dite convaincue du fait qu'il est essentiel de cumuler la législation sur l'égalité des salaires et l'action positive pour obtenir des résultats. Mme Cornish a affirmé que c'était un mythe de croire que les entreprises refusent l'intervention du gouvernement, car ces dernières ne semblent aucunement s'opposer aux programmes gouvernementaux qui leur procurent des incitations monétaires ou les aident dans leurs démarches commerciales. Il y a un seul genre d'intervention qui semble déplaire aux entreprises, c'est toute ingérence dans leur recherche de profit. Mme Cornish a admis l'existence de problèmes en rapport avec la législation sur l'égalité des salaires en vigueur dans le moment à l'échelon fédéral ainsi que dans la province de Québec, mais elle attribue ces problèmes avant tout au fait qu'il s'agit de mécanismes fondés sur des plaintes. La législation sur la parité salariale demeure toutefois avantagieuse car elle a des répercussions positives sur le processus des négociations collectives. Mme Cornish a reconnu qu'il était très coûteux de mettre en vigueur une législation sur l'égalité des salaires, mais elle a précisé que ce coût était supporté dans le moment par des travailleuses sous-payées. Elle a avancé l'idée qu'il serait avantageux pour l'économie de verser des salaires plus élevés et plus adéquats aux femmes puisque ces dernières sont les principales acheteuses de biens de consommation et qu'elles seraient ainsi en mesure de réinvestir cet argent en faveur de l'évaluation composite proposée par le gouvernement de l'Ontario parce que cette dernière se limite à la comparaison d'emplois semblables et qu'elle n'instaure pas le principe du travail d'égal valeur.

M. Ted Ulich, chef de la section du salaire égal à la Commission canadienne des droits de la personne, a décrit les rouages de la législation fédérale. La loi portant sur l'égalité des salaires est en vigueur depuis 1978 au sein du gouvernement fédéral. L'article 11 de la loi précise comment doit être déterminée la valeur d'un travail, il définit les salaires et interdit certaines pratiques ayant pour but de se soustraire à l'application de la loi. Les directives englobent la définition de la valeur et énumèrent un certain nombre de facteurs pouvant raisonnablement justifier des écarts de salaires, parmi lesquels l'ancienneté, les classes de retenue et les systèmes de rémunération fondés sur le rendement. À son avis, c'est uniquement en

adoptant des lois sur l'égalité de rémunération que disparaîtront les écarts salariaux.

Il est également essentiel de se doter de programmes d'égalité des chances ou d'action positive. M. Ulich a répondu à certaines des critiques formulées relativement aux méthodes d'évaluation des tâches. Il a affirmé que la commission s'opposait à des méthodes universelles d'évaluation; toutefois, puisque la subjectivité est présente chaque fois que l'on fait appel au jugement humain, le mieux que l'on puisse faire est de s'assurer que la méthode employée est aussi impartiale et aussi objective que possible. Il a mentionné que les personnes oeuvrant dans le domaine de l'indemnisation comparaient depuis longtemps sans grande difficulté des tâches différentes. Le groupe des services divers de la fonction publique fédérale a recours à une méthode d'évaluation qui mesure quatre composantes (compétence, effort, responsabilité et conditions de travail) dans des emplois aussi divers que ceux de blanchisseurs, coursiers, gardiens de parcs et stewards. Il a fait mention d'une étude portant sur la valeur comparable des emplois, qui a été effectuée par Hay Associates dans la ville de San Jose, où une méthode d'évaluation des tâches a été appliquée à tous les employés municipaux : releveurs de compteurs, secrétaires, chimistes, gardiens ou autres. M. Ulich a aussi dit qu'à son avis les dépenses étaient supportées dans le moment par les travailleuses. Parce que la commission est sensibilisée au fait que des mesures de punition risqueraient d'entraver considérablement le fonctionnement d'une petite entreprise, elle adopte une attitude modérée et souple en matière d'égalité des salaires. Elle accepte des augmentations progressives des salaires lorsque l'entreprise peut prouver qu'elle est dans une situation financière difficile. Selon M. Ulich, la commission prévoit qu'à longue échéance l'égalité des salaires sera atteinte non seulement par l'intermédiaire des solutions qui seront apportées aux plaintes, mais aussi grâce aux répercussions que ces solutions auront sur le marché du travail. Toutefois, pour que cet impact se produise à l'échelle nationale dans le cas de groupes comme les infirmières, les secrétaires et les opératrices de machines de traitement de textes (dont la majorité sont à l'emploi d'organismes qui relèvent du gouvernement provincial), il faudra adopter des lois sur l'égalité des salaires applicables à tous les échelons.

Débat sur la parité salariale

En février 1984, le Conseil ontarien du statut de la femme a organisé un débat public de deux jours sur la question du salaire égal pour un travail d'égale valeur.

Mme Ratna Ray, Ph.D., directrice du Bureau de la main-d'oeuvre féminine à Travail Canada, a présidé la séance d'ouverture. Divers conférenciers avaient été invités à présenter le point de vue des organisations féminines, des petites et grandes entreprises, des syndicats et des gouvernements fédéral et provinciaux. Le public a également assisté en grand nombre à ce débat et il a eu l'occasion d'interroger les conférenciers.

On trouvera ci-dessous un bref résumé des points de vue exprimés par les conférenciers invités.

M. John Whitehouse, directeur de la succursale canadienne du Bureau international du travail, a fait l'historique de l'élaboration, au sein de l'Organisation internationale du travail, du principe du salaire égal pour un travail d'égale valeur, ainsi que de sa formulation dans la législation internationale. Pendant six ans, M. Whitehouse a été le chef du service de l'éducation ouvrière de l'O.I.T., à son siège social de Genève, en Suisse. Il y était responsable de l'élaboration et de l'administration d'un programme mondial ayant pour but d'aider les organisations de travailleurs et les 150 Etats membres à mettre au point et à étayer divers projets, programmes et structures pour l'éducation des travailleurs. M. Whitehouse a souligné que le principe d'un salaire égal pour un travail d'égale valeur avait constitué l'un des objectifs de base de l'O.I.T. depuis sa création, en 1919. Il a également indiqué que le Canada avait ratifié officiellement, en novembre 1972, la Convention n° 100 portant sur l'égalité de rémunération de tous les travailleurs, hommes et femmes, pour un travail d'égale valeur. M. Whitehouse a tenu à souligner qu'à la fin de 1983, la Convention n° 100 avait été ratifiée par 105 pays, ce qui en faisait l'outil le plus généralement accepté de l'Organisation internationale du travail.

M. Robert Sloan, qui représentait l'Association des manufacturiers canadiens, a déclaré que son association n'était pas en faveur du principe de la parité salariale. Il a bien précisé que l'A.M.C. ne s'opposait pas au fait que les femmes aspirent à participer, sur une base égale, au monde du travail, l'association entretient à l'égard de ce principe. M. Sloan a fait remarquer que l'A.M.C. appuyait le principe du salaire égal tel qu'il est défini dans la Loi sur les normes d'emploi de l'Ontario, mais qu'elle se méfiait cependant des amendements proposés à l'adite loi en ce qui a trait à la mise en vigueur d'une évaluation composite. Il a affirmé que

tout le principe du salaire égal pour un travail d'égale valeur tenait de l'utopie et que malgré les lois adoptées par le gouvernement fédéral et par celui du Québec, ce principe était en grande partie dénué de sens. Il a décrit certains des problèmes reliés aux évaluations de tâches et il a soutenu que la plupart des méthodes d'évaluation étaient subjectives. Il a de plus émis l'avis que les dépenses qu'entraînerait la mise en application du principe de l'égalité de rémunération seraient de l'ordre de millions de dollars, chose que la société ne peut se permettre dans la conjoncture économique actuelle.

Mme Rita Cadieux, adjointe au président de la Commission canadienne des droits de la personne, a déclaré que la commission avait été chargée de la mise en vigueur du principe de la parité salariale à l'échelon fédéral. Ce principe est incorporé à la législation fédérale depuis six ans maintenant et, même si ce ne sont que quelques employeurs qui ont révisé leurs normes salariales et qu'un petit nombre de syndicats qui ont poursuivi ce principe au sein même de leurs associations, certains changements se sont malgré tout produits. À cet effet, elle a cité en exemple des règlements qui avaient rétabli l'équilibre dans certains secteurs. Mme Cadieux a toutefois prédit une augmentation du nombre de plaintes en raison du fait qu'un nombre croissant de femmes prennent conscience des dispositions sur l'égalité des salaires contenues dans la Loi canadienne sur les droits de la personne. Elle a tenu à affirmer cependant que cette législation était essentielle, sans quoi l'écart qui existe entre les salaires versés aux hommes et ceux payés aux femmes ne s'amenuiserait guère d'ici l'an 2000.

M. Geoffrey Hale, vice-président de la Canadian Organization of Small Business et directeur des politiques et relations avec le gouvernement, a déclaré que son organisme estimait que le principe de l'égalité de rémunération était coûteux et inapplicable. Il a affirmé que l'écart entre les salaires versés reflétait un certain nombre de facteurs sociaux et que seule une infime partie de cet écart était attribuable à une quelconque discrimination. M. Hale a également fait remarquer que les méthodes d'évaluation de tâches étaient subjectives et qu'elles ne pouvaient par conséquent s'appliquer de façon impartiale.

Mme Mary Cornish, qui représentait la Equal Pay Coalition, a mentionné que son groupe essayait depuis près de dix ans de faire inclure dans la législation le principe de l'égalité de rémunération. Elle a affirmé que le marché du travail était fondamentalement discriminatoire à l'égard des femmes et qu'il serait inéquitable d'entretenir cet

Le Conseil a recommandé que le gouvernement de l'Ontario prenne l'initiative en la matière en renforçant ses propres programmes d'action positive et d'égalité des chances au sein de la fonction publique de l'Ontario. Le Conseil a également recommandé que le gouvernement mette en place dans le secteur public un projet pilote qui permettrait d'exposer les complexités, les coûts et les avantages de l'égalité des salaires, encourageant ainsi la discussion logique. Il a suggéré que le gouvernement procède à l'examen immédiat des cas qui se présentent au sein de la fonction publique, indiquant ainsi qu'il considère l'inégalité des salaires inadmissible et qu'il est prêt à essayer toutes les méthodes possibles pour résoudre le problème.

Le Conseil a fait remarquer que si le gouvernement croyait vraiment à la méthode d'évaluation composite, il pourrait l'utiliser pour réduire les différences qui existent actuellement dans certaines catégories d'emploi du secteur public.

Projet de loi 141 — Amendements à la Loi sur les normes d'emploi

Le 5 décembre 1983, l'honorable Russell Ramsay, ministre du Travail, a annoncé que les amendements suivants à la Loi sur les normes d'emploi étaient proposés :

- 1) Les critères de base utilisés pour déterminer l'égalité du travail sont étendus et comprennent une évaluation composite des quatre critères existants de compétence, effort, responsabilité et conditions de travail, tout en conservant l'exigence touchant la comparabilité des emplois.
- 2) Un employeur n'a pas le droit de verser à un employé suppléant un salaire inférieur à celui de son prédécesseur.
- 3) Il est interdit de restreindre certains emplois à des employés d'un seul sexe et de les payer ensuite à un taux de salaire inférieur à ce qu'il était quand le travail était accompli par des employés des deux sexes.
- 4) L'annonce de l'article sur le salaire égal doit être modifié pour insister plus clairement sur le fait que les exceptions dépendent de l'observation d'une pratique qui est appliquée uniformément aux taux de salaire des hommes et des femmes. Il peut s'agir de l'ancienneté, du mérite, de la quantité ou de la qualité de la production ou de tout facteur autre que le sexe, qui soit à la fois raisonnable et véritable. Il incombe désormais à l'employeur de prouver qu'il s'agit d'un facteur raisonnable et non simplement d'un moyen d'éviter de payer des salaires égaux.
- 5) Les dispositions touchant la maternité sont modifiées en vue d'améliorer la protection offerte aux employées enceintes et aux parents adoptifs.
- 6) La protection contre la cessation d'emploi et la mise à pied pour cause de grossesse ou maladie connexe est étendue à toutes les femmes, qu'elles aient ou non suffisamment d'états de service pour avoir droit à un congé de maternité.
- 7) L'admissibilité au congé de maternité est réduite à 12 mois avant la date prévue pour l'accouchement et l'employée jouit de davantage de flexibilité si elle décide de raccourcir son congé de maternité.
- 8) Un congé de six semaines pour l'accouchement et la convalescence est accordé, sans états de service préalables obligatoires, pour éviter qu'une employée qui n'aurait pas droit à un congé de maternité soit tenue de retourner au travail moins de six semaines après sa date d'accouchement véritable et veiller à ce que ce

- 9) Le droit des parents adoptifs à bénéficier de la même protection que celle qui est offerte aux mères naturelles est reconnu et l'un ou l'autre peut bénéficier d'un congé d'au moins 17 semaines. Tout employé qui a au moins 12 mois de service avant la date de placement de l'enfant et qui en fait la demande dans des limites raisonnables, compte tenu des circonstances, a droit à ce congé.
- 10) Un employé qui retourne au travail après un congé de maternité ou d'adoption doit recevoir au moins le salaire en vigueur pour le type de travail qu'il accomplit et non celui qu'il recevait au moment où a commencé son congé.
- 11) Les avantages sociaux et les crédits continuent à s'accumuler pendant le congé accordé pour maternité ou adoption.
- 12) Les employés domestiques logés ont droit à davantage de temps libre.
- Le 15 décembre 1983, le projet de loi 141 a été envoyé au comité permanent du développement des ressources. Le comité a décidé qu'il allait organiser des audiences publiques avant de renvoyer le projet de loi à l'Assemblée.
- En janvier 1984, le Conseil ontarien du statut de la femme s'est présenté devant le comité du développement des ressources chargé d'étudier les amendements proposés.
- Dans son exposé, le Conseil a déclaré que les amendements proposés n'allaient pas aussi loin que le souhaiteraient beaucoup de groupes de femmes. Le Conseil estimait cependant que les changements proposés étaient importants et se faisaient attendre depuis longtemps et il a insisté auprès des membres du comité pour qu'ils appuient les propositions et, après du gouvernement, pour que celui-ci renvoie les amendements à l'Assemblée le plus vite possible.
- Le Conseil a aussi déclaré qu'il constatait avec une certaine impatience qu'il restait encore beaucoup à faire pour réduire la différence entre le salaire des hommes et des femmes. Il a fait remarquer qu'il avait de tout temps soutenu l'idée que l'égalité des salaires devrait être sanctionnée par la loi et a déclaré que l'évaluation composite ne constituait qu'une des méthodes possibles pour répondre au problème.

PENSION POUR L'ÉDUCATION DES ENFANTS

L'adoption d'une pension pour l'éducation des enfants dans le cadre du Régime de pensions du Canada, en reconnaissance des années passées à s'occuper des enfants de moins de 12 ans.

MARIAGE ET PARTAGE DES PENSIONS

- A. Partage automatique des pensions de retraite et des rentes acquises dans le cadre des régimes enregistrés d'épargne-retraite, considérées comme faisant partie des biens communautaires lors des ruptures de mariage.
- B. Partage des rentes acquises aux termes du RPC et du RRQ tel que proposé dans le livre vert:
- en cas de rupture du mariage, du décès de l'un ou l'autre conjoint, du soixante-cinquième anniversaire du conjoint le plus jeune ou de l'invalidité de l'un ou l'autre conjoint.

PENSIONS DE SURVIVANT

- A. Disposition voulant que le régime de pension conjointe et d'allocation de survivant constitue le mode de pension normal à moins de renoncement par écrit des deux conjoints, la pension de survivant ne pouvant être inférieure à 60% de la pension de retraite.
- B. Amélioration des pensions de survivant dans le cadre du RPC et du RRQ tel que proposée dans le livre vert:
- pour les survivants de plus de 65 ans, remplacer le système actuel par une rente à vie d'un montant égal à 60% de la pension de retraite du conjoint décédé après partage des crédits, soit une pension de 80%;
 - pour les conjoints de moins de 65 ans, remplacer le système actuel par une rente à vie assortie d'une allocation de transition à court terme;
 - maintien de la pension de survivant en cas de remariage.

En octobre 1983, le Conseil ontarien du statut de la femme a présenté un mémoire au groupe de travail fédéral sur la réforme des pensions. Le Conseil estimait que l'adite réforme serait le legs des années 1980 tout comme la réforme du droit de la famille avait été le legs des années 1970.

Au moment de faire sa recommandation, le Conseil gardait à l'esprit que, dans le système actuel et du fait de divers facteurs — inégalité des chances, faible niveau de salaire, emplois à temps partiel, manque d'éducation et de recyclage, femmes qui restent à la maison pour s'occuper de leur famille — les pensions de la plupart des femmes, qu'elles fassent ou non partie de la population active, sont insuffisantes.

Le Conseil a examiné les conséquences du temps passé à élever les enfants et à s'occuper du foyer sur les possibilités qu'ont les femmes de bénéficier des pensions accordées dans le cadre de la participation à la population active, des programmes gouvernementaux et du mariage. Les femmes qui se consacrent à l'éducation de leurs enfants et à la tenue de leur foyer se retrouvent dans l'impossibilité de bénéficier des pensions de retraite, car celles-ci sont en général réservées aux employées qui peuvent se prévaloir de longues années de service continu et elles ne sont pas accessibles aux travailleurs à temps partiel. L'éducation des enfants et la tenue du foyer, tout en étant source de pénalité pour les femmes au niveau de la population active, ne sont pas reconnues par le Régime de pensions du Canada comme une occupation donnant droit à une pension et ne font l'objet d'aucun dédommagement, en termes de pension, au sein du mariage. De même, il arrive trop souvent que les femmes n'aient pas reçu un salaire suffisant pendant une période suffisamment longue pour bénéficier d'une pension adéquate aux termes du Régime de pensions du Canada.

Le Conseil a donc recommandé que soit révisé le système actuel de façon à offrir aux femmes, qu'elles travaillent ou qu'elles restent chez elles, le plus de chances possible de bénéficier d'une pension, et que soit assoupli ledit système pour y intégrer les divers rôles joués par les femmes dans la société.

Le Conseil a fait les recommandations suivantes:

SOULAGEMENT DE LA PAUVRETÉ

ACCroissement des Pensions payables dans le cadre du RPC

Une augmentation des prestations payables dans le cadre du RPC afin d'offrir une pension qui atteigne 50 % du salaire jusqu'à concurrence du salaire industriel moyen, y compris la pension de la sécurité de la vieillesse.

RÉGIMES DE PENSIONS DE RETRAITE

- A. Amélioration de la "transportabilité" lors de la cessation d'emploi:
 - dévolution et blocage après cinq ans de service;
 - reconnaissance du droit de l'employé de transférer la valeur des rentes dévolues dans un compte enregistré d'épargne-retraite ou dans une nouvelle caisse de retraite (avec ajustement dans les cas où il ne s'agit pas d'un régime de pleine capitalisation);
 - création d'un organisme national central chargé de tenir des dossiers individuels sur les rentes dévolues.
- B. Un taux d'intérêt minimal pour le remboursement des cotisations des employés, en cas de cessation avant dévolution, qui ne soit pas inférieur aux taux d'intérêt annuels des comptes sans privilège de chèques des banques à charte, composé annuellement.
- C. Protection pour les employés à temps partiel qui accomplissent 600 heures de service ou plus pendant l'année, à des conditions correspondant à celles qui s'appliquent aux travailleurs à plein temps.
- D. Une forme de protection contre l'inflation dans les régimes de retraite, particulièrement dans le cas des pensions acquises par les employés ayant cessé d'occuper leur emploi.
- E. Élimination de la discrimination sexuelle en matière de pensions et de rentes de toutes sortes.
- F. Assouplissement des dispositions des régimes enregistrés d'épargne-retraite pour permettre de faire des contributions exonérées d'impôts pour compenser les années de non-contribution ou de faible contribution.

Examen du comité permanent des questions de procédure

Le comité était également d'avis que le Conseil devrait augmenter ses consultations avec les femmes de l'Ontario et qu'à cette fin il devrait organiser davantage de réunions et de rencontres et engager plus souvent le dialogue sur les questions qui intéressent les femmes de l'Ontario. Il a recommandé que:

Le Conseil ontarien du statut de la femme joue un rôle plus actif au niveau de la communication et de la consultation avec les femmes de l'Ontario. Le comité a également pris conscience du temps que doit consacrer à sa tâche le président du Conseil et a recommandé que:

Le poste de président du Conseil ontarien du statut de la femme devienne un poste à plein temps. Le comité a également appuyé la recommandation faite par le Conseil ontarien du statut de la femme dans son bilan de juin 1982 et a recommandé que: Le ministre responsable du Conseil adopte la recommandation voulant que les organisations féminines et autres groupes aient la possibilité de participer au processus de sélection des membres du Conseil.

En septembre 1983, le comité permanent des questions de procédure de l'Ontario, dans le cadre du mandat qui lui enjoignait de procéder à une revue des conseils, organismes et commissions du gouvernement, a examiné le Conseil ontarien du statut de la femme. Cet examen s'est accompagné d'audiences publiques auxquelles des représentants du Conseil ont continué à remplir un rôle utile et a recommandé qu'il poursuive ses opérations avec un accroissement de budget.

Le comité a remarqué qu'au cours des dix dernières années le Conseil avait fonctionné avec un budget relativement réduit. Au cours de l'exercice financier 1982-1983, par exemple, c'est avec un budget inférieur à 200 000 \$ que le Conseil, pour s'acquitter de son mandat, a préparé des mémoires, effectué des recherches, rencontré divers groupes de femmes et organisé réunions et conférences. C'est pourquoi le comité a estimé que le Conseil ontarien du statut de la femme devrait bénéficier de fonds supplémentaires, sans toutefois fixer de chiffre spécifique. Le comité a recommandé que:

Le Conseil ontarien du statut de la femme reçoive des fonds supplémentaires pour s'acquitter de ses tâches et responsabilités diverses. Le comité a également émis le souhait que le Conseil entreprenne davantage de recherches et de façon plus suivie et engage à cette fin du personnel qualifié, et a recommandé que: Le Conseil ontarien du statut de la femme consacre une plus grande partie de ses ressources au renforcement de ses activités de recherche.

Remarque: Un groupe d'experts-conseils en gestion, désigné par le ministre responsable de la condition féminine, s'est également penché sur des questions semblables. Le Conseil en a discuté avec le ministre.

Suivi sur la violence au foyer

Le Conseil a poursuivi son travail dans le secteur de la violence au foyer. En avril 1983, il a organisé un symposium auquel il a invité un certain nombre d'experts en la matière. Ce symposium avait pour but de faire le point sur la question pour permettre au Conseil de s'attacher aux éléments non étudiés par le comité permanent sur la violence au foyer ni par d'autres groupes.

On trouvera ci-dessous le nom des personnes qui ont pris la parole lors de ce symposium et l'essentiel de leur communication.

Dorothy McPhedran, agent d'éducation du ministère de l'Éducation, a exposé au Conseil comment les cours de préparation à la vie et de sciences familiales traitaient des problèmes de la violence au foyer et des questions connexes.

Le juge Lucien Beaulieu et Barbara Ferns, sous-procureur de la Couronne, ont fait un exposé conjoint. Le juge Beaulieu a signalé que la Division de la famille de la Cour provinciale, située 311 rue Jarvis à Toronto, consacre un jour par semaine aux querelles familiales, c'est-à-dire aux femmes battues. Barbara Ferns a fait remarquer que les affaires d'agression au sein de la famille donnaient lieu à une enquête sérieuse et à des poursuites de la part de la Couronne.

Pat Kincaid, auteur de *The Omitted Reality: Husband-Wife Violence in Ontario and Policy Implications for Education*, a parlé de l'importance des cours de sciences familiales et de la nécessité de les rendre obligatoires. Elle a suggéré que soit

mise au point une trousse documentaire à l'intention des enseignants et des parents, laquelle fournirait des renseignements à utiliser pour l'enseignement.

John Lukash, instructeur à l'École de police de l'Ontario d'Aylmer, a parlé des méthodes utilisées par l'école pour apprendre aux agents de police à faire face aux querelles familiales.

Doris Guyatt et Fran Pendith du ministère des Services sociaux et communautaires ont expliqué au Conseil ce que faisait le ministère relativement au financement des foyers de transition. Le ministère se préoccupe particulièrement des besoins des femmes du Nord.

Trois membres de la Toronto Domestic Response Team se sont adressés au Conseil. Il s'agissait de Ron McKnight, sergent en chef, d'Alice Littleford, agent de police et de Daniel Bajorek, travailleur social. Ils ont expliqué qu'ils avaient mis en place un programme d'aide en dehors des heures normales pour aider les policiers qui risquent d'avoir besoin de l'aide d'un personnel spécialisé pour faire face aux querelles familiales et aux troubles mentaux. L'initiative avait réussi, le résultat le plus significatif étant que la police n'avait été rappelée que dans moins de 3% des cas dont elle s'était occupée.

Trudy Don, coordonnatrice de l'Ontario Association of Interval and Transition Houses (association des foyers de transition), a parlé avec enthousiasme des progrès accomplis au cours des dix dernières années mais a demandé que des changements soient apportés au financement des foyers de transition, qui laissait encore à désirer. Lenti Untinen, présidente du foyer de transition Fay Peterson de Thunder Bay, a parlé de la situation particulièrement critique des femmes du Nord. À la suite de ce symposium, le Conseil a insisté auprès du gouvernement pour que des changements soient apportés aux dispositions touchant le financement des foyers de transition et les services aux femmes du Nord.

Activités du Conseil

CONFÉRENCES

La présidente et les membres du Conseil se sont adressés, au cours de l'année, à un grand nombre de groupes et ont participé à des rencontres et à des séminaires sur diverses questions touchant la condition féminine.

RENCONTRE DES CONSEILS PROVINCIAUX ET DU CONSEIL FÉDÉRAL

Les conseils provinciaux et le Conseil fédéral du statut de la femme se sont rencontrés à Edmonton en octobre 1983 pour discuter, entre autres, de la loi sur le divorce, de la Charte des droits et de la pornographie.

MEMBRES DU CONSEIL

Certains changements ont eu lieu dans ce domaine. Sandra Manzlig, de Windsor, et Ceta Ramkhalawansingh, de Toronto, ont été nommées pour une durée de trois ans. Sally Barnes, présidente du Conseil, a remis sa démission le 29 février 1984. John Adams et Mary Lou Fox Radulovich ont également remis leur démission au cours de l'année.

RÉUNIONS DU CONSEIL

Les membres du Conseil ont été très actifs au cours de l'exercice passé. Le Conseil s'est réuni treize fois, dont une fois pour un symposium sur la violence au foyer où des experts sont venus parler sur le sujet et une autre fois pour un débat public de deux jours sur le thème "à travail égal salaire égal". Les conférenciers invités à cette occasion venaient des groupes de femmes, du monde des affaires, des syndicats et du gouvernement.

En mars 1984, le Conseil a organisé une rencontre de planification de deux jours à Ottawa au cours de laquelle il a défini ses plans et ses priorités pour l'exercice à venir.

INTERVENTION

Le Conseil est intervenu en faveur de Frontenac Family Referral Services, organisme de Kingston qui offre des services de médiation aux foyers en difficulté. Helen Finley, membre de l'organisme, avait fait appel au Conseil quand il s'était trouvé sur le point de devoir fermer ses portes par suite d'une coupure des fonds en provenance du ministère du Procureur général.

Ayant recommandé, dans son mémoire sur la réforme du droit de la famille, que soient étendus les services de médiation, le Conseil a accepté de s'entretenir en faveur de l'organisme d'orientation familiale Frontenac.

AUDIENCES

Le Conseil s'est présenté devant un certain nombre de comités provinciaux et fédéraux tels le comité provincial des questions de procédure qui a examiné le travail du Conseil, et le comité du développement des ressources qui étudiait les amendements proposés à la Loi sur les normes d'emploi.

Le Conseil s'est également adressé au groupe de travail fédéral sur les pensions et au comité spécial sur la pornographie et la prostitution.

Message personnel de la vice-présidente

L'année qui vient de s'écouler a posé de nombreux défis au Conseil ontarien du statut de la femme. Nous avons présenté d'importants mémoires au gouvernement sur des sujets tels que les pensions, la prostitution et la pornographie, pour exposer les préoccupations des femmes ontariennes à ces sujets et proposer les mesures gouvernementales que le Conseil estime appropriées.

Les membres du Conseil ont également rencontré des groupes divers et de nombreuses organisations pour discuter de questions qui touchent particulièrement les femmes. Ces organisations et ces activités sont énumérées plus loin dans le rapport.

L'effectif complet du Conseil s'élève à 16 membres mais, pour diverses raisons, nous avons fonctionné une grande partie de l'année avec un effectif réduit. Les membres du Conseil se sont donc vu imposer un surcroît de travail, ce dont, à mon avis, ils se sont fort bien acquittés.

Tous les membres du Conseil ont été fort attirés par le départ de Sally Barnes, qui a résigné son poste de présidente du Conseil à la fin de février pour reprendre sa carrière. Au cours des 18 mois qu'elle a passés au Conseil, beaucoup de travail a été accompli. Ce fut en grande partie grâce aux efforts de Sally que le gouvernement a accepté de désigner un ministre responsable de la condition féminine et de créer la Direction générale de la condition féminine en Ontario, laquelle est chargée de conseiller le ministre en matière de politiques. Sally a également contribué à persuader le gouvernement d'octroyer plus de fonds pour venir en aide aux femmes battues et aux femmes des régions du Nord. Elle a apporté au Conseil sa connaissance approfondie des mécanismes du gouvernement et des moyens de les mettre en marche. Sa compétence et son talent nous manquent beaucoup.

Parmi les autres membres du Conseil dont le mandat s'est terminé ou qui ont démissionné pour des motifs personnels se trouvent John Adams, Gwen Bower-Binns, Georgina Calder et Mary Lou Fox Radulovich, qui ont tous servi le Conseil avec dévouement et enthousiasme. Nous regrettons leur départ et les remercions de leur contribution aux travaux du Conseil.

Il reste encore beaucoup à faire; durant les prochains mois, nous nous pencherons entre autres sur les questions économiques touchant les femmes, ainsi que sur les questions relatives à la santé et à la violence au foyer, et nous envisageons avec plaisir de travailler avec des femmes et d'autres groupements féminins de l'Ontario.

Sally Barnes

Membres du Conseil

Annabelle Logan	London	(mandat de juillet 1981 à juin 1984)
Sandra Manzig	Windsor	(mandat de juin 1983 à juin 1986)
Mary Lou Fox Radulovich	Ile Manitoulin	(a remis sa démission en décembre 1983)
Ceta Ramkhalawansingh	Toronto	(mandat de novembre 1983 à novembre 1986)
Eleanor Ryan	Ottawa	(mandat reconduit de juin 1982 à juin 1985)
Barbara Stone	St. Catharines	(mandat de juillet 1981 à juin 1984)
Kathleen Toye	Burlington	(mandat reconduit de juin 1983 à juin 1986)
William Kelloway	Ottawa	(mandat reconduit de juin 1982 à juin 1985)
Glenna Carr	(nommée d'office)	directrice générale
		Direction générale de la condition féminine
Sally Barnes	présidente	Kingston
	(a remis sa démission en fév. 1984)	
Shelia Ward	vice-présidente	Toronto
	(mandat de décembre 1982 à décembre 1985)	
John Adams	Toronto	(a remis sa démission en mars 1984)
Gwen Bower-Binns	Ottawa	(mandat de juillet 1981 à juin 1984)
Georgina Calder	Kenora	(mandat reconduit de juin 1981 à juin 1984)
Kathleen Howland	Dunrobin	(mandat reconduit de juin 1983 à juin 1986)

Mandat du Conseil

Conseiller le gouvernement de l'Ontario, par l'entremise du ministre responsable de la condition féminine, sur toute question relative au statut de la femme, notamment :

- a) évaluer les lois, politiques et programmes existants touchant les besoins et la situation des femmes;
- b) déterminer les domaines particuliers qui nécessitent l'attention du gouvernement et recommander des modifications aux lois et programmes existants;
- c) organiser des consultations, tenir des réunions et publier des énoncés de principe sur des questions précises, offrant différentes solutions en vue de favoriser la discussion publique;
- d) répondre aux demandes d'information du ministre responsable de la condition féminine, et des divers ministères sur toute question touchant les femmes.

Les membres du Conseil, qui exercent leurs fonctions à temps partiel, sont nommés par décret du Conseil pour une durée de trois ans.

Pour l'année financière 1983-1984, le budget du Conseil était de 179 300 \$.

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Lettre de présentation

Octobre 1984

L'honorable Robert Welch, c.r.
Ministre responsable de la condition féminine
Bureau 180, Hôtel du gouvernement
Queen's Park
Toronto (Ontario)

Monsieur le ministre,

Au nom du Conseil ontarien du statut de la femme,
j'ai l'honneur de vous remettre notre 10^e rapport
annuel, qui présente en détail les activités du
Conseil du 1^{er} avril 1983 au 31 mars 1984.

Je vous prie de croire, Monsieur le ministre, à
l'assurance de ma profonde considération.

La vice-présidente,



Sheila Ward



Conseil ontarien
du statut de la femme

Dixième rapport annuel

1^{er} avril 1983 au 31 mars 1984

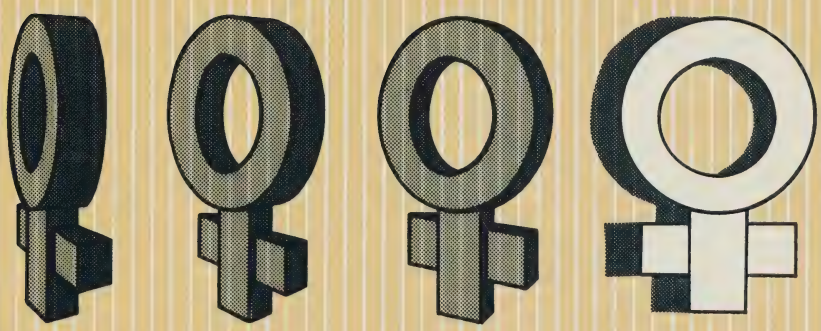
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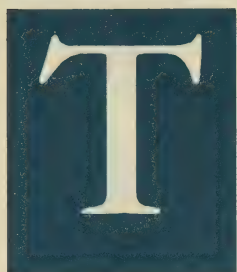
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ONTARIO ADVISORY
COUNCIL ON WOMEN'S ISSUES

ANNUAL
REPORT

April 1st, 1984 to March 31, 1985





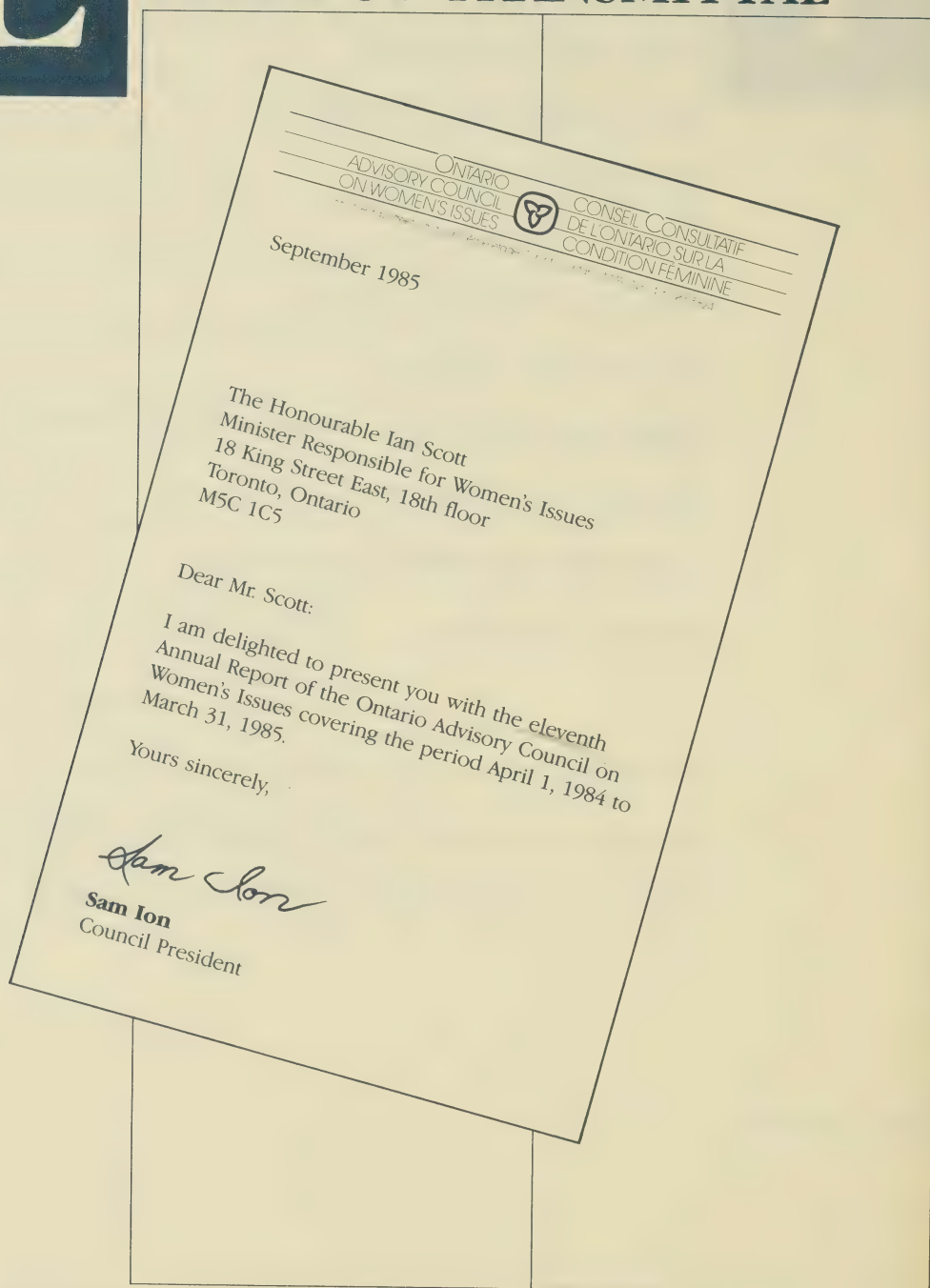
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LETTER OF TRANSMITTAL





NEW NAME AND MANDATE

An Order-in-Council decision taken on November 23, 1984 affected Council in two ways: Our name was changed from the Ontario Status of Women Council to The Ontario Advisory Council on Women's Issues and Council's mandate was amended to provide for consultations with women's groups throughout Ontario. The new mandate is as follows:

To advise the Government of Ontario, through the Minister Responsible for Women's Issues, on matters pertaining to women's issues and without limiting the generality of the foregoing:

- (a) to monitor and assess existing legislation, policies and programs related to the needs of women;
- (b) to identify specific areas requiring the attention of Government and to recommend legislation and program changes;
- (c) to consult with groups and hold public meetings with the purpose of stimulating public discussion, particularly in regions throughout Ontario;
- (d) to respond to requests from the Minister Responsible for Women's Issues for advice and consultation on matters relating to women.



RESIDENT'S MESSAGE

The Ontario Advisory Council on Women's Issues represents the women of Ontario — 4½ million of us. We come from all walks of life, different political parties, different cultures; we belong to many diverse religions, we are all ages, we have babies, teenagers, grandchildren, some of us have none. We have many different occupations, some paying positions, and some of us perform job descriptions that are unpaid. We live in a province twice as large as France. We live in large cities, suburbs, small towns, tiny villages, native reserves, and isolated farms. Some of us think equal value should have been implemented 20 years ago. Others, when asked, wonder if it's something that one might purchase in a shop.

We have two things in common: we are all women, and all women work.

In the first few months of my term as your President, I've discovered, that across the province, we have many other things in common. We are all concerned about the world we live in and its effect on us. Many women will say: "I'm not a feminist or a libber, but..." and the rest of the conversation will go into details about how they believe in being paid equally, the wage scale for women is unfair, childcare for our children is inadequate, something must be done about women being battered, and am I aware that the Family Law Reform Act doesn't properly protect women and children?

According to the Thompson Lightstone poll conducted recently, 70% of Canadian women share goals we consider feminist goals. It is time to work together to increase our political power. We must be flexible in debating our differences, and concentrate on the many goals we have in common.

The mandate of the Ontario Advisory Council on Women's Issues is unique in that through it, the Government has made a commitment to listen to Council's views and recommendations. Thus

Council is able to effectively influence Government's direction and policies.

Council, like most groups involved in women's issues, has limited resources and staff. We are here, however, to represent you and to work with you. This year, I am delighted that Bridget Vianna, who many of you know from her seven years as Administrative Assistant, has been promoted to Executive Officer. And I must commend Council members Eleanor Ryan, and Bill Kelloway, whose terms expired in June 1985, on the five and six years of hard work they have done on behalf of Council, and ultimately, the women of Ontario. Two new Council members were appointed by Order-in-Council for 3-year terms commencing June '85: Eva Marszewski, Toronto, and Judith Hendin, Nepean.

In the coming year, I will continue to travel all over the province to hear your concerns. I am inspired by the dedication and energy of the many women in Ontario, working in cities and towns, within large and small groups; and I am proud to be a part of this growing movement.

And finally to quote Chaviva Hosek: "We have to have a good time. Since we're in this for the long haul — we have to make sure we have fun — the pleasure of collective action in an atmosphere of support and affection will sustain us — an inability or unwillingness to tolerate our differences will make it all harder and it's hard enough already".

Let's work together.

Sam Ion
Council President

*Sam Ion,
Council President*





COUNCIL MEMBERS

Sam **ION**, Toronto
Council President
October 1984 to October 1987

Ed **ARUNDELL**, Toronto
October 1984 to October 1987

Sarah **BAND**, Toronto
October 1984 to October 1987

Kay **HOWLAND**, Dunrobin
June 1980 to June 1986

William **KELLOWAY**, Ottawa
June 1979 to June 1985

Sandra **KERR**, Oakville
November 1984 to October 1986

Dorothy **KIRBY-RAWN**, Etobicoke
October 1984 to October 1987

Annabelle **LOGAN**, London
August 1981 to June 1987

Sandra **MANZIG**, Windsor
June 1983 to June 1986

Diane **MARLEAU**, Sudbury
October 1984 to October 1986

Ceta **RAMKHALAWANSINGH**,
Toronto
November 1983 to November 1986

Eleanor **RYAN**, Ottawa
June 1980 to June 1985

Maria **SEYMOUR**, Kenora
October 1984 to October 1986

Barbara **STONE**, St. Catharines
August 1981 to June 1987

Kay **TOYE**, Burlington
June 1980 to June 1986

Glenna **CARR**, Toronto
Ex-officio member in her capacity as
Executive Director of the Ontario
Women's Directorate



BACK ROW (left to right)
Annabelle Logan,
Dorothy Kirby-Rawn,
Ed Arundell, Kay Toye,
Bill Kelloway,
Barbara Stone.

FRONT ROW (left to right):
Kay Howland,
Eleanor Ryan,
Sam Ion, Sandra Kerr,
Ceta Ramkhalawansingh.

MISSING:
Diane Marleau, Sandra
Manzig, Sarah Band,
Maria Seymour.



FIVE YEARS IN RETROSPECT

With a strong belief that good communication is the key to better understanding of issues and concerns, I strongly supported and promoted consultations held by the Council. Through personal contact with women from different backgrounds and regions, I as a Council member became better informed and able to contribute in the development of Council policies and briefs. Acknowledging the needs and concerns articulated by groups or individuals and the solutions proposed, which at times were conflicting, was without doubt, in my view, the challenge facing Council. Despite the divergence of views both from groups and among Council members, I believe that decisions taken, although not always meeting my personal objective, were representative of the women of Ontario.

Working on the preparation and subsequent presentation of Council's brief on part-time work to the Royal Commission in 1982, participating in the development of Council's Family Law Reform Brief and later the pension and pornography briefs, providing support for immigrant women, co-ordinating the forum on equal value and strengthening the administrative committee are some highlights of my activities.

Of special mention was realizing the personal goal of holding a consultation with northern Ontario women. It extended the opportunity to women in communities to overcome distances through their initiative in organizing the forum and preparing briefs with a resulting long term effect of enhancing and developing networks.

I am grateful for the opportunity to have served on the Council and hopefully to have contributed to the improvement of the status of women in Ontario. I wish the Council continued success in its pursuit of equality for all women.

Eleanor Ryan
Council member
June 1980 – 1985

*Eleanor Ryan,
Council member,
June 1980-1985*





BEHIND THE SCENES

The time has come to humanize this annual report and to put names to people who work behind the scenes — Council office staff!

From the many briefs and reports that are published yearly, it may seem Council has a large staff. In fact, we are only four in number!

Over the past seven years that I have been with Council, first as Administrative Assistant and now as Executive Officer, there have been a number of changes in both membership and staff. Of course, one of the benefits from all these changes is the network of feminists expands — people are never the same after working at the Council, and all remain in touch through our mailing list.

I would like to say a special thanks to my co-workers who help to make the Council office an exciting and rewarding place to work: **Lydia Oleksyn**, our administrative assistant, who makes sure that Council runs smoothly on a day-to-day basis. Lydia organizes our meetings and makes sure you have a speaker when you need one! **Lindsay DuBois**, originally hired through the Summer Experience program to work on our health conference. Lindsay stayed on to provide invaluable assistance to both Council members and office staff. Unfortunately, Lindsay is leaving us to attend graduate school in New York. **Jean Wilson**, our secretary who came in on a temporary assignment and stayed for eight months! **Daphne Hay**, who worked as our secretary for two years before leaving to return to school. Daphne will be entering the University of Toronto this fall with a law degree in mind.

We are here, not only as support for Council members, but also to help you. We are not lawyers, but we can refer you to appropriate sources for legal advice. If you need a speaker, call us. If we cannot provide a Council member, we can suggest other organizations which might be able to do so. We also have a large list of women's groups and organizations from across the Province. Our resource library is open to you and material is available on almost every topic of concern to women. We invite you to join our mailing list and receive our newsletter.

Write or call us if you need help — we will be happy to oblige.

Bridget Vianna
Executive Officer

*Bridget Vianna,
Executive Officer*



R

EGIONAL MEETINGS

In an attempt to hear the views and concerns of women across Ontario, and in fulfilling its new mandate, Council held regional meetings in Windsor, Dryden and Sudbury.

Windsor

On May 17, 1984 Council held a meeting in Windsor. Presentations were made by the London Battered Women's Advocacy Centre, St. Clair College Women's Centre, the Windsor Women's Incentive Centre, La Chiffoniere Windsor Incorporated and Helen Channen on behalf of a bilingual artists' association.

As a result of these presentations Council intervened on behalf of both the London Battered Women's Advocacy Centre and the St. Clair College Women's Centre when their existence was seriously threatened by funding cuts. In both cases emergency funding enabled the centres to continue operation.

Dryden

On September 15 and 16, 1984 Council sponsored a Forum on Women in the North in co-operation with the Northwestern Ontario Women's Decade Council. Twenty briefs were submitted to Council. Topics addressed included: rural women, education, economic development, health, pensions, professional nurses' concerns, women with disabilities, immigrant women, pornography, and day care. Proceedings of the conference were published and circulated to appropriate Ministers (i.e. the Minister of Northern Affairs, the Minister of Health, the Minister of Community

and Social Services) along with the specific relevant briefs.

The Northwestern Ontario Decade Council made the following resolution:

Whereas: – the Ministry of Northern

Affairs is a coordinating provincial ministry to reflect northern residents' concerns and issues,

– women of the north continue to voice their concerns and request consultation and input with this ministry,

– the Minister and/or delegates were specifically invited to participate in this forum,

Therefore, it is resolved that the Ontario Advisory Council on Women's Issues uses its resources to bring pressure for a consultation to be held between the Honourable Leo Bernier and the Northwestern Ontario Women's Decade Council prior to the end of 1984.

This resolution will be followed up by Council with the new Ontario Government.

Sudbury

The Business and Professional Women's Club of Sudbury, working together with Council member Diane Marleau, organized a consultation which was held in Sudbury March 21 – 23, 1985. Council members and staff visited a number of groups and organizations providing services for women.

CONTINUED ON P.13



OMEN AND HEALTH CONFERENCE

On March 1st and 2nd 1985, the Ontario Advisory Council on Women's Issues hosted a two-day public conference on Women and Health.

A keynote speaker and eight panels examined various women's health issues, speaking to a total of about 400 people from across the province. Conference participants included health professionals, civil servants, health administrators, and health activists.

The rationale for the conference was Council's belief that many of these issues needed to be discussed publicly by a mixed group of people. Council also looked to educate itself, and eventually the Government, about women's health issues in Ontario.

Dr. Alice Baumgart, Dean of Queen's University School of Nursing, delivered a keynote speech which set the stage for the panels to follow. Dr. Baumgart forcefully tied women's health, or lack of health, to their status in society at large. She argued that political empowerment was an essential ingredient for improving women's health.

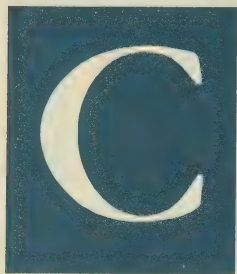
Panelists had diverse backgrounds, opinions and areas of expertise. The panels were: Economic Issues in Health Care, Addictions, Mental Health, Services in Isolated Areas, Older Women, Reproductive Cycles and Reproductive Health, Youth, and Disease Prevention and Health Promotion. Six of these panels were followed by discussion periods and questions from the floor. A visual display area, featuring booths from various groups and individuals, was a valuable addition. The concurrent

film program provided another source of information.

A substantial part of the conference's success was a result of its accessibility. It was free of charge, except for a ten-dollar fee for an optional dinner, wheelchair accessible and hearing assisted. Childcare was available at a nominal fee (five dollars) courtesy of the Ministry of Community and Social Services. The Ministry of Northern Affairs funded transportation for a number of delegates from Northern Ontario who otherwise would have been unable to attend.

The proceedings of the Conference have been published and are available free of charge. A brief to the Ministry of Health is anticipated in the early fall and notice of availability will be advertised through Council's newsletter.





CONSULTATION WITH GOVERNMENT

The Treasurer of Ontario approached the Ontario Advisory Council on Women's Issues to co-ordinate a pre-Budget consultation on women's issues. An ad-hoc committee was formed consisting of representation from the women's groups listed and a meeting was held with the Treasurer March 20, 1985.

Ad-hoc Committee:

- Business and Professional Women's Clubs of Ontario
- Canadian Women Business Owner's Group
- Ontario Advisory Council on Women's Issues
- Ontario Association for Interval and Transition Houses
- Ontario Coalition for Better Daycare
- Ontario Coalition of Visible Minority Women
- Ontario Committee on the Status of Women
- Ontario Federation of Labour — Women's Committee
- Organized Working Women
- Women's Lobby Coalition
- YW.C.A. of Metropolitan Toronto

The committee made the following recommendations on a number of major women's issues:

EMPLOYMENT ISSUES

Education, Training and Retraining

The Ontario Government should provide funding for education, training and retraining programs, with special emphasis on low-income, minority women and women displaced by technological change. Funds should be targeted to ensure the level of women's participation in the workforce and such funding should accommodate their need for access to quality childcare and part-time programs. Funding should also be provided for voluntary organizations that demonstrate their ability to offer quality training programs.

Equal Value

The Ontario Government should demonstrate its commitment to employment

equity by establishing equal value within the civil service and funding the implementation and enforcement of equal value legislation. In addition, funding should be provided for the Ministry of Labour to hire additional employment standards and human-rights officers.

Affirmative Action — Employment Equity

The Ontario Government should increase and extend funding for the implementation of employment equity programs in all sectors.

Childcare

The Ontario Government should:

- 1) Substantially increase funding for subsidized childcare spaces in order to accommodate all those who currently are eligible for subsidized childcare.
- 2) Provide capital and start-up funding for non-profit childcare centres.
- 3) Provide direct maintenance grants in the amount of \$7 per day per child-space in non-profit centres, particularly in rural areas.
- 4) Reverse the current policy of removing indirect subsidies to municipal daycare centres.
- 5) Expand childcare for shift workers on an emergency basis.

Note: The committee urges the Ontario and Federal Government to work co-operatively towards the establishment of a National Childcare Act.

Women Business Owners

The Ontario Government should earmark specifically for women a portion of the funds available for development of small business.

Impact of Funding Restraints

Since wage restraints and across-the-board percentage increases have a disproportionate adverse effect on women's wages, it is recommended the Ontario Government move away from such arrangements and allow for catch-up wage settlements through adequate transfer payments to municipalities.

C O N T I N U E D

CONSULTATION WITH GOVERNMENT



SERVICES:

Transition Houses

The Ontario Government should provide block and stabilization funding for transition houses to cover the costs of room, board and programs, including programs and subsidies for children. In addition, funding should be provided for transportation costs and toll free lines for women in the north and isolated areas. Additional services for immigrant women in transition houses also require funding. Affordable housing for battered women should be provided on a priority basis even for victims still living with their partners.

Housing

The Ontario Government should match federal expenditures on social housing programs and allocate funds for more rent geared-to-income housing units. Ontario should establish funding complementary to federal housing programs, ie. funds for rehabilitation and renovation of non-profit and co-operative housing.

Other Services

The Ontario Government should provide ongoing funding for rape crisis centres and shelters for young women, particularly unwed mothers.

Triply-Disadvantaged Women

Core funding should be provided to groups serving triply-disadvantaged women, and on-the-job English language training should be extended to immigrant women who are secondary wage earners. Additional funding should be provided to ensure existing Government services are accessible to women of all cultural backgrounds.

Health

The Ontario Government should ban extra-billing and establish regional hospitals and/or provide funding for transportation, accommodation and telecommunications to allow those in remote areas equal access to the healthcare system, including abortion services.

INCOME SECURITY

Income Support

Until pension reform is instituted, the Province should:

- 1) Raise the level of GAINS for singles to at least two-thirds of the couples rate.
- 2) Institute a formula for annual cost of living adjustments to the GAINS rates.
- 3) Ensure full provincial funding for the administration of Family Benefits to prevent eroding by amalgamation with the administration of municipal General Welfare Assistance.

Support Orders

The Ontario Government should provide funds to implement a mechanism for the automatic enforcement of support orders based on the Manitoba model.



BRIEFS SUBMITTED

FAMILY VIOLENCE: THE THIRD OPTION

In June of 1984 Council submitted a brief to the Standing Committee on Family Violence called *Victim Assistance in Violent Families: The Battered Women's Third Option*.

The brief proposed an alternative to the two existing options currently open to battered women: to not report the incident and remain in the relationship, or to call the police for help and protection and prosecute. The proposed third option enables a battered spouse to obtain protection and help from the police without laying criminal charges.

The brief also called for the creation of a *Family Education and Abuse Register* which would allow the victim to register her complaint formally, and would act as a peace bond. A violation of the peace would cause the police to proceed directly with laying criminal charges. Registration would also involve issuing a mandatory referral to a form of treatment sanctioned by the Registrar charged with the administration of the Register.

Other functions of the Register and Registrar would include: research and the collection of statistics on incidence, success rates, etc; development of programs, the administration of sustaining funding to the Ontario Association of Interval and Transition Homes, and to treatment centres for batterers; ensuring that priority is given to the victim; and co-ordinating services to victims of family violence.

PRESENTATION TO CHILDCARE COMMITTEE

Council submitted a statement on childcare to the Standing Committee

on Social Development's Day Nurseries Act Hearings held in September 1984.

Recommendations:

That Ontario develop a comprehensive childcare policy designed to increase the availability of accessible, affordable childcare in the Province. The policy should recognize childcare is a vital family support service for anyone who needs it. Funding should not be exclusively for the socially-assisted segment of our society. Funding of childcare should be based on a social welfare and educational model. As a first step in the development of program elements in a comprehensive childcare policy, the Government of Ontario should:

- 1) enter into discussions with the Federal Government to re-negotiate the present childcare funding arrangements under the Canada Assistance Plan;
- 2) increase the total budget allocation for childcare, including a major funding program to provide direct funding to municipalities, non-profit organizations and agencies to increase the number and accessibility of group childcare spaces;
- 3) introduce a graduated system of tax credits for childcare expenses similar in structure to the property tax credit system;
- 4) modify the formula for childcare subsidies to expand availability of supervised childcare to middle-income families;
- 5) expand the use of existing surplus classrooms for commu-

C O N T I N U E D



nity schools which will provide childcare and community-centre programs in addition to existing elementary education programs;

- 6) establish a province-wide centralized public information child care referral system through the educational system for use by parents seeking information on childcare programs available in their community for both pre-school and school-age children;
- 7) enable 24-hour childcare facilities to assist professional and shift workers and to help parents cope with emergency situations;
- 8) encourage management and unions in both private and public sector to address the childcare needs of their employers;
- 9) establish a tax incentive to encourage employers to provide workplace childcare facilities where possible and desired;
- 10) ensure that childcare services in the home can be set up as a small business in order that caregivers can deduct expenses and that a formal schedule indicating deductions be incorporated into the Income Tax Act.

Subsequently, the Standing Committee on Social Development forwarded a copy of Council's statement to the Federal Task Force on Childcare established in June 1984.

In February 1985, the Standing Committee on Social Development presented childcare recommendations to the Ontario Government. Many of the basic principles and five of Council's above recommendations were included.

REGIONAL MEETINGS



FROM PAGE 8

Among these were: the Industrial Training Centre for Women, Geneva House (a transition house), Sudbury Rape Crisis Centre, Recovery Home for Women Alcoholics, a francophone community centre, Cambrian College, Laurentian University and the Elizabeth Fry Society.

The consultation itself was well attended with presentations from Timmins, North Bay, Manitoulin Island and Sudbury. There were also a number of presentations and questions from the floor.

Council plans to publish a summary of the proceedings.



ARTICIPATION IN THE POLITICAL PROCESS

In fulfilling its mandate, both to identify specific areas requiring the attention of legislators, and to stimulate public discussion and involvement, Council published an open letter to the Ontario Progressive Conservative leadership candidates. The letter appeared in **The Globe and Mail** on January 7, 1985, and encouraged members of the public to request the candidates' responses to issues of concern. Council asked questions on five key areas:

1. EMPLOYMENT

What steps will you take

- (a) to eliminate the wage gap between men and women workers in Canada;
- (b) to improve the representation of women across all occupations;
- (c) to award Government contracts to equal-opportunity employers?

2. CHILDCARE

What steps will you take

- (a) to increase the number of affordable childcare spaces;
- (b) to provide funds for a wider range of childcare options (e.g. shift work, emergency services, etc.)?

3. FAMILY LAW REFORM

What steps will you take

- (a) to ensure the enforcement of support and maintenance order payments;
- (b) to provide the equal division of all assets accumulated during the marriage upon death, separation and divorce?

4. HEALTH CARE

Whereas women are the major consumers of health services and have limited economic resources, what steps will you take

- (a) to limit extra-billing by physicians;
- (b) to prohibit the introduction of user fees in hospitals?

WOMEN'S SERVICES

Whereas Government departments do not seem prepared to fund services for women within their on-going budgets, are you prepared to establish permanent funding for women's services such as rape crisis centres, detox centres, battered women's shelters, counselling, etc.?

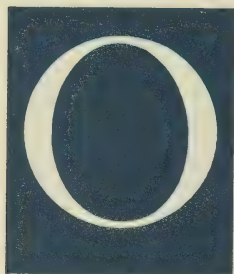
All four candidates responded, and their replies were widely published by the press.



GROUPS ADDRESSED AND CONFERENCES ATTENDED

Annual Conference of Public
Utilities Commission — Windsor
Appraisal Institute of Canada
A.T.T.I.C. (television traffic controllers)
Bowmanville Women's Caucus
Business and Professional Women's
Club of Brampton
Business and Professional Women's
Club of Chatham
Business and Professional Women's
Club of Fort Erie
Business and Professional Women's
Club of Toronto 75th anniversary
dinner
Business and Professional Women's
Club of Sudbury
Canadian Association of Temporary
Workers
Canadian Council of Muslim Women
Credit Women International
Hill Park High School, Hamilton
Home Economists in Business
Kinnereth Club of Pioneer Women
Moir Secondary School
Municipal Affairs and Housing
National Council of Jewish Women —
International Branch
Nova Study Group
Oakham House
Ontario Association of Superannuated
Teachers
Ontario Physiotherapy Association
The People's Coalition of York Region

Richmond Hill High School
Rotary Club of Owen Sound
St. Catharines Unitarian Fellowship
Church
St. Leonard's Catholic School
St. Mary's High School
Sheridan College
Southwestern Regional Action Centre,
Chatham
University of Guelph Sociology Class
University Women's Club of
Scarborough
Uptown Network
Women's Community House —
London
Zonta Club of Oakville
Zonta Club of Toronto II



OTHER GROUPS WHO ADDRESSED COUNCIL

Action Day Care	Susan PRENTICE
Association of Black Women	Alda ARTHUR
Business & Professional Women's Clubs of Ontario	Liz NEVILLE
Canadian Association of Women	
Executives — Business Owners	Liz TOWER
Equal Pay Coalition	Laurell RITCHIE Janice McLELLAND
Family Benefits Work Group	B.J. LEE Gail CUNNINGHAM
Hamilton Spectator	Warren BARTON
Intercede	Columbia DIAZ Desiree HIPPLEWITH Judith RAMIREZ
Justice Committee for Family Law Reform	Linda SILVER DRANOFF
Legal Counsel	Mary EBERTS
National Action Committee on the Status of Women	Chaviva HOSEK
Ontario Committee on the Status of Women and the Charter of Rights Education Fund	Kathleen O'NEILL
Provincial Council of Women	Ann SINCLAIR
Women Working with Immigrant Women	Salome LOUCAS Costanza ALLEVETO
Y.W.C.A.	Ellen CAMPBELL



UTRES GROUPES QUI SE SONT ADRESSES AU CONSEIL

Action Day Care	Susan PRENTICE
Association of Black Women	Alda ARTHUR
Business & Professional Women's Clubs of Ontario	Liz NEVILLE
Canadian Association of Women Executives — Business Owners	Liz TOWER
Equal Pay Coalition	Laurel RITCHIE Janice McLELAND
Family Benefits Work Group	B.J. LEE Gail CUNNINGHAM
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Women Working with Immigrant Women	Ellen CAMPBELL
YW.C.A.	

ENCÔNTRES AVEC DIFFÉRENTS GROUPES ET PARTICIPATION AUX CONFÉRENCES



Annual Conference of Public
Utilities Commission — Windsor
Appraisal Institute of Canada
A.T.I.C. (television traffic controllers)
Bowmanville Women's Caucus
Business and Professional Women's
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Oakham House
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Scarborough
Uptown Network
Women's Community House —
London
Zonta Club of Oakville
Zonta Club of Toronto II

ARTICIPATION AU PROCESSUS POLITIQUE



Dans le cadre de son double mandat, soit d'identifier les domaines spécifiques qui méritent l'attention des législateurs et de stimuler la discussion et la participation publiques, le Conseil a fait publié une lettre ouverte aux candidats à l'élection du chef du parti conservateur l'hiver dernier. Cette lettre, parue dans le journal *The Globe and Mail* le 7 janvier 1985, encourageait le public à interroger les candidats sur divers sujets importants. Le Conseil cernait des questions à poser dans cinq domaines clés:

1. L'EMPLOI

- (a) pour éliminer l'écart de salaire qui existe entre les hommes et les femmes au Canada;
- (b) pour améliorer la proportion de femmes dans tous les domaines d'emploi;
- (c) pour assurer que les contrats gouvernementaux ne soient accordés qu'aux employeurs qui respectent le principe de l'égalité des chances d'emploi?

2. SERVICES DE GARDERIE

- (a) Quelles mesures prendrez-vous pour augmenter le nombre de services de garderie abordables;
- (b) pour affecter des fonds à une gamme accrue de services de garderie (pour parents qui travaillent des postes rotatoires, pour cas d'urgence, etc.)?

- 3. **RÉFORME DU DROIT DE LA FAMILLE**
Quelles mesures prévoyez-vous prendre
- (a) pour assurer la mise en vigueur d'un système efficace de paiement des pensions alimentaires;
- (b) pour assurer une séparation équitable des biens accumulés des couples, en cas de décès, de divorce ou de séparation?
- 4. **SOINS DE SANTÉ**
Etant donné que les femmes sont les principales consommatrices de services de santé et que leurs ressources sont généralement limitées, quelles mesures prendrez-vous
- (a) pour limiter la surfacturation des médecins;
- (b) pour interdire l'introduction de frais aux usagers dans les hôpitaux?

5. SERVICES À L'INTENTION DES FEMMES

Etant donné que les ministères gouvernementaux semblent peu disposés à subventionner les services destinés aux femmes dans le cadre de leurs budgets courants, seriez-vous prêt à établir des programmes de financement permanents pour les centres d'aide aux victimes de viol, les centres de désintoxication, les foyers pour femmes battues, les services d'orientation, etc.

Les quatre candidats ont répondu à ces questions et leurs commentaires ont fait l'objet d'une attention considérable dans les médias.



- 3) introduire un système gradué de crédits d'impôt pour les frais de garde, semblable, dans sa structure, au système actuel de crédits d'impôt;
 - 4) modifier la formule utilisée actuellement pour l'attribution des subventions pour frais de garde afin de rendre ces services disponibles aux familles à revenu moyen;
 - 5) utiliser les salles de classe excédentaires comme écoles communautaires destinées à des services de garde et à des programmes communautaires qui viendraient s'ajouter aux programmes élémentaires actuels;
 - 6) établir un système provincial centralisé d'information à l'intention des parents qui cherchent à se renseigner sur les programmes de garde disponibles dans leurs communautés, tant au niveau pré-scolaire que scolaire.
 - 7) prévoir des services de garde de 24 heures pour les parents qui sont professionnels ou qui travaillent des postes rotatoires et pour venir en aide aux parents qui se trouvent dans des situations d'urgence;
 - 8) inciter le patronat et les syndicats des secteurs public et privé à tenir compte des besoins de leurs employés en matière de garde des enfants;
 - 9) établir un "stimulant fiscal" afin d'encourager les employeurs à créer des services de garde sur place, lorsque cela est faisable;
 - 10) permettre aux personnes qui gardent des enfants chez-eux de se constituer comme petite entreprise (afin qu'elles puissent déduire leurs frais) et créer une échelle formelle de déductions dans le cadre de la loi de l'impôt sur le revenu.
- Le comité permanent sur le développement social a transmis une copie de la déclaration du Conseil au groupe d'étude créé par le fédéral en 1984 afin d'étudier ces questions.
- En février 1985, le comité permanent sur le développement social a présenté ses recommandations au gouvernement d'Ontario. Bon nombre des principes du Conseil et cinq des recommandations ci-dessus y avaient été incorporés.

RÉUNIONS RÉGIONALES

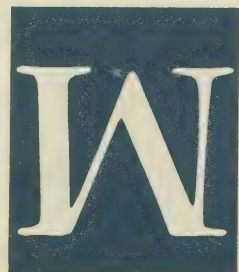
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plusieurs groupes et organismes régionaux offrant des services aux femmes, dont le Industrial Training Centre for Women, Geneva House (un foyer de transition), le Sudbury Rape Crisis Centre, le Recovery Home for Women Alcoholics, un centre communautaire francophone, le College Cambrian, l'Université Laurentienne et la Elizabeth Fry Society.

Cette consultation a attiré de nombreux participants de Timmins, de North Bay, de l'Île Manitoulin et de Sudbury. Il y a également eu un certain nombre de présentations et de questions de l'auditoire.

Le Conseil publiera un sommaire de cette consultation.

ÉMOIRES PRÉSENTÉS



LA VIOLENCE AU Foyer: UNE

TROISIÈME OPTION

En juin 1984, le Conseil a soumis au comité permanent sur la violence au foyer un mémoire intitulé *Victim Assistance in Violent Families: Ibe Battered Women's Third Option* (l'aide aux victimes de la violence au foyer: une troisième option pour la femme battue).

Le mémoire propose un troisième option qui viendrait s'ajouter aux deux options qui existent actuellement pour la femme battue: soit de ne pas déclarer l'incident et de demeurer avec son conjoint, ou d'appeler la police et porter plainte de façon formelle. La troisième option proposée consisterait à obtenir l'aide et la protection de la police sans toutefois porter plainte.

Le mémoire recommande également que l'on établisse un registre d'abus (*Family Education and Abuse Register*) qui permettrait à la victime d'enregistrer sa plainte et qui constituerait une espèce d'entente entre les conjoints. Toute violation de cette entente entraînerait une poursuite criminelle immédiate. L'enregistrement obligerait également le conjoint agresseur à subir toute forme de thérapie sanctionnée par le registre.

Autres fonctions du registre et du registre: recherche et obtention de statistiques sur l'incidence, le taux de succès, etc.; développement de programmes, administration de fonds de soutien à l'Ontario Association of Interval and Transition Homes et à des centres de traitement pour les conjoints agresseurs; coordination des services prévus à l'intention des victimes, afin d'assurer qu'elles

reçoivent les meilleurs soins possibles.

PRÉSENTATION FAITE AU COMITÉ SUR LES SERVICES DE GARDERIE

À l'occasion des audiences tenues en septembre 1984 relativement aux services de garderie (Social Development's Day Nurseries Act Hearings), le Conseil a fait les recommandations suivantes au comité permanent sur les services de garderie.

Recommandations:

Que le gouvernement d'Ontario développe une politique compréhensive en matière de services de garderie afin de rendre ces services accessibles et abordables pour tous les citoyens de la Province. Il faut reconnaître que la garde des enfants est un service essentiel pour tous les parents qui doivent travailler à l'extérieur du foyer. La subvention de ces services devrait se faire selon la méthode employée pour le bien-être et l'éducation. Comme première étape, le gouvernement d'Ontario devrait:

- 1) entrer en pourparlers avec le gouvernement fédéral afin de renégocier le système d'allocation actuel en vertu du Canada Assistance Plan;
- 2) augmenter la part du budget qui est réservée aux services de garderie et créer un programme majeur dont le but serait de prévoir le versement de subventions aux municipalités et aux organismes et agences sans but lucratif afin d'accroître le nombre et l'accessibilité des garderies;

S U I T E À L A P A G E
V A N T E



CONSULTATION AVEC LE GOUVERNEMENT

<p>soient disponibles aux femmes de toutes les ethnies.</p> <p><i>Santé</i></p> <p>On recommande que le gouvernement interdiscipline la surfacturation et qu'il établisse des hôpitaux régionaux et/ou des fonds de transport, de logement et de télécommunication afin d'assurer que les femmes de régions isolées aient accès au système de soins de santé, y compris les services d'avortement.</p> <p>SÉCURITÉ DU REVENU</p> <p><i>Revenu</i></p> <p>Jusqu'à ce que la réforme des pensions soit instituée, le gouvernement provincial devrait:</p> <ol style="list-style-type: none">1) augmenter le niveau des GAINS pour célibataires jusqu'à ce qu'il soit égal, au minimum, aux deux-tiers du niveau pour couples;2) introduire un formule prévoyant la rectification annuelle du niveau des GAINS en raison du coût de la vie;3) assurer que l'administration de l'allocation familiale soit entièrement subventionnée par la province afin d'éviter l'érosion de cette allocation par son assimilation au bien-être municipal. <p><i>Pensions alimentaires</i></p> <p>On exhorte le gouvernement provincial à octroyer des fonds pour l'établissement d'un système efficace de paiement des pensions alimentaires, selon le système en vigueur au Manitoba.</p>	<p><i>Conséquences des contraintes économiques</i></p> <p>Puisque les restrictions de salaire et les augmentations de pourcentage uniforme nuisent de façon disproportionnée aux femmes, nous recommandons au gouvernement d'Ontario de s'efforcer de ce genre d'arrangement et de permettre aux femmes de se rattacher par le biais de transferts adéquats aux municipalités.</p> <p>SERVICES</p> <p><i>Foyers de transition</i></p> <p>On recommande au gouvernement d'Ontario de fournir des fonds en blocs et des fonds de stabilisation aux foyers de transition afin de couvrir les frais de chambre et de pension et les frais des programmes, y compris les programmes et les subsides à l'intention des enfants. De plus, on devrait prévoir des fonds pour le transport et des lignes téléphoniques sans frais pour desservir les femmes qui habitent dans le Nord et dans des régions isolées. Les services supplémentaires offerts aux immigrantes dans les foyers de transition méritent aussi d'être subventionnés. Enfin, on devrait considérer comme prioritaire le logement à prix abordable pour les femmes battues, même lorsque la victime vit encore avec son conjoint.</p> <p><i>Logement</i></p> <p>Le gouvernement d'Ontario devrait verser des subventions égales aux subventions du fédéral pour les programmes de logement et affecter des fonds à la construction de logements à loyer abordable. On recommande également que le gouvernement ontarien réserve des fonds qui viendraient compléter les programmes de logement du gouvernement fédéral, soit des fonds d'aménagement et de rénovation de logements sans but lucratif et de coopératives.</p> <p><i>Autres services</i></p> <p>Le gouvernement d'Ontario devrait subventionner de façon continue les centres d'aide aux victimes de viol et les foyers à l'intention des jeunes femmes, les filles-mères en particulier.</p> <p><i>Femmes victimes de trépas désavantagées</i></p> <p>Des fonds importants devraient être fournis aux groupes qui desservent les femmes "à triples désavantages" et l'apprentissage de l'anglais dans le milieu du travail devrait être disponible aux immigrantes qui sont deuxième gagné-pain. Le gouvernement devrait s'assurer que les services existants</p>
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ONSULTATION AVEC LE GOUVERNEMENT



Le trésorier de l'Ontario s'est adressé au comité consultatif de l'Ontario sur la condition féminine cette année dans le but de coordonner une consultation "pré-budgétaire" sur les questions intéressant les femmes. Un comité spécial, formé de représentantes de groupements féminins, s'est réuni avec le trésorier le 20 mars 1985.

Comité spécial

- Business and Professional Women's Clubs of Ontario
- Canadian Women Business Owners Group
- Conseil consultatif de l'Ontario sur la condition féminine
- Ontario Association for Interval and Translation Houses
- Ontario Coalition for Better Daycare
- Ontario Coalition of Visible Minority Women
- Comité ontarien de la condition féminine
- Ontario Federation of Labour — Women's Committee
- Organized Working Women
- Women's Lobby Coalition
- YW.C.A. of Metropolitan Toronto

Le comité a fait les recommandations suivantes au regard de divers sujets d'importance aux femmes:

EMPLOI

Éducation, formation et recyclage
On recommande que le gouvernement d'Ontario fournisse des subventions pour l'éducation, la formation et le recyclage, particulièrement pour les femmes à faible revenu, les femmes faisant partie de groupes minoritaires et les femmes dont les emplois ont tendance à disparaître en raison des changements technologiques. On devrait prévoir des fonds pour assurer que les femmes occupent une place égale à celle des hommes dans le marché du travail de même que des fonds pour assurer l'accès à de bons services de garde et à des emplois à temps partiel. Il faudrait également subventionner des organismes bénévoles qui ont démontré par le passé qu'ils sont en mesure d'offrir des programmes de formation de qualité.

Partie salariale
Le gouvernement d'Ontario devrait démontrer qu'il s'engage à promouvoir le principe de la parité salariale en introduisant des règles à cet effet au sein de la fonction publique et en subventionnant l'introduction et la mise en application d'une loi sur la parité salariale. En outre, le gouvernement devrait octroyer des fonds supplémentaires au ministère de la main-d'œuvre afin de permettre à ce dernier d'engager du personnel supplémentaire pour assurer le respect des normes d'emploi et des droits de la personne.
Action positive — Égalité des chances
On incite le gouvernement d'Ontario à augmenter les subventions se rapportant aux programmes d'égalité des chances d'emploi dans tous les secteurs.
Services de garde
On recommande que le gouvernement d'Ontario augmente de façon importante les subventions accordées aux garderies afin que celles-ci puissent accommoder tous ceux qui ont droit présentement aux services de garde.
2) fournisse des capitaux et des fonds de lancement aux centres de garde sans but lucratif.
3) accorde des frais d'entretien au montant de \$7 par jour par "espace-enfant" aux centres sans but lucratif et particulièrement aux centres ruraux.
4) renverse la pratique actuelle qui consiste à enlever les subventions indirectes aux garderies municipales, voit à l'expansion des services de garde afin qu'ils soient disponibles aux personnes qui travaillent des postes roatoires (jour, nuit, etc.) et pour les cas d'urgence.
Femmes-propriétaires d'entreprises
Une partie des fonds affectés par le gouvernement d'Ontario au développement de petites entreprises devrait être spécifiquement réservée aux femmes.

Une conférence spéciale et huit groupes de discussion se sont penchés sur divers aspects de la santé des femmes, s'adressant à environ 400 personnes venant de toutes les régions de la province, dont des professionnels de la santé, des fonctionnaires, des administrateurs d'institutions de la santé et des activistes de la santé.

l'école de nursing à l'Université de
l'École de nursing à l'Université
pour les divers groupes qui devaient
suivre. En effet, le Dr Baumgart a fait
ressortir avec éloquence le lien entre
la santé (ou le "manque" de santé)
des femmes et la place qu'occupent
celles-ci dans notre société. De
dire le Dr Baumgart, on ne saurait
améliorer la santé des femmes sans
un ingrédient essentiel: le pouvoir
politique.

Des groupes de discussion de
milieux, d'opinions et de domaines
de spécialité variés ont ensuite mené
des séances sur des sujets tels : les
aspects économiques des soins
de santé, la toxicomanie, la santé
mentale, les services de santé dans
les régions isolées, les femmes âgées,
reproductive, la prévention des

maladies. Six de ces séances ont été suivies d'une période de discussion et d'interrogations de la part de l'auditoire. Un emplacement spécial, réservé aux kiosques de divers groupes et particuliers, a apporté une contribution importante à la conférence. Enfin, on a aussi présenté une série de films, autre source importante d'information.

Si la conférence a été un succès, c'est en grande partie à cause de son accessibilité. La participation à la conférence était gratuite, exception faite des frais de dix dollars pour le dîner. On avait également prévu pour les personnes en fauteuil roulant et les handicapées auditifs. Un service de garderie était offert pour un paiement nominal de \$5, gracieusement du ministère des services sociaux et communautaires. Le ministère des affaires du Nord a subventionné les frais de transport de plusieurs délégués du Nord de l'Ontario qui se seraient vus dans l'impossibilité de se rendre à Toronto.

Un rapport de cette Conférence a été publié et vous est disponible sans frais. L'on prévoit également présenter un mémoire au ministère de la santé en début d'automne. Dès que ce mémoire sera disponible, nous vous en informerons dans notre bulletin.

Women HEALTH



UNIONS RÉGIONALES

Afin de se tenir au courant des préoccupations des femmes de l'Ontario, et de remplir son nouveau mandat, le Conseil a tenu des réunions régionales à Windsor, Dryden et Sudbury.

WINDSOR

Le Conseil s'est réuni à Windsor le 17 mai 1984. Des présentations ont été

faites par la London Battered Women's Advocacy clinic (clinique

venant en aide aux femmes battues),

le St. Clair College Women's Centre,

le Windsor Women's Incentive

Centre, La Chiffonnière Windsor

Incorporated et Helen Channen, au

nom d'une association bilingue

d'artistes.

Par suite de ces présentations, le

Conseil a pu intervenir en faveur

de la London Battered Women's

Advocacy Centre et le St. Clair

College Women's Centre lorsque

l'existence même de ces organismes

fut sérieusement menacée par des

coupages de subventions. Dans

les deux cas, des subventions

"d'urgence" ont permis aux centres

de continuer à offrir leurs précieux

services.

DRYDEN

Les 15 et 16 septembre 1984, le

Conseil a parrainé un colloque sur

les femmes du Nord en collaboration

avec le Northwestern Ontario

Women's Decade. À cette occasion,

vingt mémoires ont été présentées

au Conseil, sur des sujets tels les

femmes des régions rurales, l'éduca-

tion, le développement économique,

la santé, les pensions, les préoccupa-

tions des infirmières profession-

nelles, les femmes souffrant d'inva-

lidités, les immigrantes, la

pornographie et les services de

garderie. Un rapport de cette con-
férence a été publié et remis au
ministres appropriés (soit, le ministre
des affaires du Nord, le ministre de
la santé, le ministre des services
sociaux et communautaires) avec les
mémoires pertinents.

Voici la résolution du Northwestern
Ontario Women's Decade Council:

Attendu que — le ministre des

affaires du Nord est un ministre

provincial coordonnateur dont le

rôle est de faire valoir les préoc-

cupations et les intérêts des

résidents du Nord,

— les femmes du Nord continuent

à mettre leurs préoccupations de

l'avant et à demander des con-

sultations et contributions du

ministère,

— le ministre et/ou ses délégués

ont été spécifiquement invités à

participer à ce colloque,

il est résolu que le Conseil con-

sultatif de l'Ontario sur la condi-

tion féminine fasse pression afin

d'obtenir une consultation réunis-

sant l'honorable M. Léo Bernier

et le Northwestern Ontario

Women's Decade Council avant la

fin de 1984.

Le Conseil a remis cette résolution

au nouveau gouvernement Ontarien

et se charge du suivi.

SUDBURY

Les 21, 22 et 23 mars 1985 à Sudbury

s'est tenu une consultation organisée

par le Business and Professional

Women's Club de Sudbury, travaillant

de concert avec Mme Diane Marleau,

membre du Conseil consultatif. Des

membres du Conseil et de notre

équipe de bureau ont rendu visite à

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ANS LES COULISSES



Le moment est venu d'humaniser le rapport annuel et de vous permettre de faire la connaissance des personnes qui travaillent "dans les coulisses" — l'équipe de bureau de Conseil!

Vu le nombre de mémoires et de rapport publiés chaque année on pourrait supposer que le Conseil bénéficie d'une équipe fort nombreuse. En réalité nous ne sommes que quatre!

Au cours des sept années que j'ai été

membre du Conseil, en tant qu'adjointe administrative, puis directrice générale, il y a eu de nombreux changements tant chez les membres que chez l'équipe de bureau. Evidemment cela a son bon côté — le réseau de féministes ne cesse de s'accroître. Les gens ne sont jamais les mêmes après avoir travaillé au Conseil et nous demeurons toutes en rapport les unes avec les autres grâce à notre liste de correspondance.

Donc, un merci bien spécial à mes coéquipiers, dont la contribution ne cesse d'enrichir notre milieu de travail : notre adjointe administrative, **Lydia Oleksyn**, assure la bonne marche des activités quotidiennes du Conseil. C'est Lydia qui organise nos réunions et qui s'assure que vos ayez un conférencier lorsqu'il vous en

engagée, à l'origine, par le biais du programme "Summer Experience" pour aider à l'organisation de la conférence sur la santé. Elle est de meurée avec nous, apportant une aide inestimable aux membres du Conseil et à ses collègues de bureau. Malheureusement, Lindsay doit bientôt nous quitter; elle entreprendra sous peu des études de maîtrise à New York. **Jean Wilson**, habile

secrétaire, a été engagée à titre temporaire et est restée avec nous huit mois! **Daphne Hay** a été notre secrétaire pendant deux ans avant de reprendre ses études. En effet, Daphne s'est inscrite à l'Université de Toronto pour la session d'automne et se prépare pour des études en droit. Nous sommes là, non seulement pour appuyer les membres du Conseil mais aussi pour vous. Nous ne sommes pas avocates, mais s'il vous faut un service juridique quelconque, nous vous adresserons à la source appropriée. S'il vous faut un conférencier, appelez nous. Si nous ne pouvons pas vous offrir les services suggérerons des organismes susceptibles de vous aider. Nous possédons une importante liste de groupements et d'organismes féminins dans toutes les régions de la province. Par ailleurs, notre bibliothèque de référence, contenant des documents sur presque tous les sujets d'intérêt aux femmes, est à votre entière disposition. Enfin, nous vous invitons à ajouter votre nom à notre liste de correspondance afin de recevoir notre bulletin.

Si nous pouvons vous être utiles, écrivez ou appelez nous. Il nous fera plaisir de vous venir en aide.

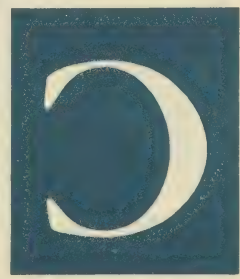
Bridget Viana

Bridget Viana
directrice générale



Bridget Viana, directrice générale

OÙP D'OEIL RÉTROSPECTIF SUR LES CINQ DERNIÈRES ANNÉES



Croyant fermement qu'une bonne communication est la voie par excellence à une meilleure compréhension des problèmes auxquels nous devons faire face, j'ai fortement appuyé les consultations organisées par le Conseil. Ce contact direct avec des femmes venant de régions et de groupements sociaux variés m'a permis, en tant que membre du Conseil, d'approfondir mes connaissances et de contribuer davantage à la mise au point des principes et des mémoires du Conseil. Sans aucun doute, le grand défi pour le Conseil a été de reconnaître les besoins et les préoccupations de ces groupements et personnes, tout en tenant compte des solutions proposées et des conflits que ces solutions peuvent entraîner. Étant donné les divergences de points de vue entre groupes et entre membres du Conseil, je crois que les décisions qui ont été prises, si elles ne correspondent pas toujours à mes propres objectifs, sont tout de même représentatives des femmes d'Ontario.

Parmi les moments les plus marquants de mon mandat, j'aimerais signaler la préparation et la présentation du mémoire sur le travail à temps partiel de même que ma contribution aux mémoires du Conseil sur des sujets tels la réforme du droit de la famille, les pensions, la pornographie, l'appui aux immigrantes et, enfin, la coordination d'un colloque sur la parité salariale.

Mais ce qui ressort avant tout pour moi, c'est d'avoir eu la possibilité de réaliser un de mes objectifs personnels, soit de tenir un colloque



Eleanor Ryan,
membre du Conseil,
de juin 1980 à juin 1985

à l'intention des femmes du Nord de l'Ontario. Ce colloque a permis à des femmes venant de régions éloignées de surmonter, par leur propre initiative, les distances qui les séparent, car ce sont elles qui l'ont organisé et qui ont rédigé les mémoires. Autre conséquence heureuse: le développement et l'épanouissement des réseaux de communication entre femmes.

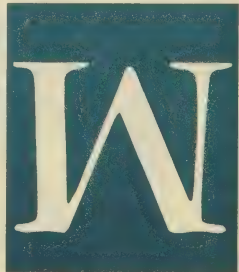
Je suis très heureuse d'avoir eu l'occasion d'être membre du Conseil et de contribuer à améliorer le statut des femmes en Ontario. J'espère que le Conseil continuera à poursuivre avec succès son objectif d'égalité pour toutes les femmes.

Eleanor Ryan

Eleanor Ryan

membre du Conseil de juin 1980
à juin 1985

EMBRÈS DU CONSEIL



Sam ION, Toronto
présidente du Conseil
mandat d'octobre 1984 à
octobre 1987

Ed ARUNDELL, Toronto
mandat d'octobre 1984 à
octobre 1987

Sarah BAND, Toronto
mandat d'octobre 1984 à
octobre 1987

Kay HOWLAND, Dunrobin
mandat de juin 1980 à juin 1986

William KELOWAY, Ottawa
mandat de juin 1979 à juin 1985

Sandra KERR, Oakville
mandat de novembre 1984 à
octobre 1986

Dorothy KIRBY-RAWN, Etobicoke
mandat d'octobre 1984 à
octobre 1987

Annabelle LOGAN, London
mandat d'août 1981 à juin 1987

Sandra MANZIG, Windsor
mandat de juin 1983 à juin 1986

Diane MARLEAU, Sudbury
mandat d'octobre 1984 à
octobre 1986

Ceta RAMKHALAWANSINGH,
Toronto
mandat d'octobre 1983 à
novembre 1986

Eleanor RYAN, Ottawa
mandat de juin 1980 à juin 1985

Maria SEYMOUR, Kenora
octobre 1984 à octobre 1986

Barbara STONE, Ste-Catherine
mandat d'août 1981 à juin 1987

Kay TOYE, Burlington
mandat de juin 1980 à juin 1986

Glenna CARR, Toronto
Membre "ex-officio" en sa qualité
de directrice générale de la Direc-
tion générale de la condition
féminine.

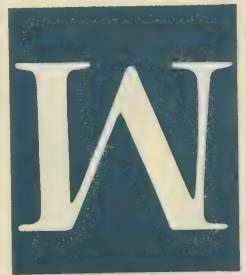


PREMIÈRE RANGÉE
(de gauche à droite):
Kay Howland,
Eleanor Ryan,
Sam Ion, Sandra Kerr,
Ceta Ramkhalawansingh,
DEUXIÈME RANGÉE (de
gauche à droite):
Annabelle Logan, Dorothy
Kirby-Rawn, Ed Arundell,
Kay Toye, Bill Kelloway,
Barbara Stone
ABSENTES:
Diane Marleau,
Sandra Manzic,
Sarah Band,
Maria Seymour



Sam Ion,
présidente du conseil

ESSAGÉ DE LA PRÉSIDENTE



Le Conseil consultatif de l'Ontario sur la condition féminine représente les femmes d'Ontario — soit 4½ millions de femmes. Nous appartenons à tous les niveaux sociaux et représentons différents groupes politiques et diverses cultures et religions. Nous avons tout âge; certaines d'entre nous avons des bébés, des adolescents, des petits-enfants, certaines de nous n'en avons pas. Nous avons toutes sortes d'occupations — certaines sont rémunérées, d'autres ne le sont pas. Nous habitons une province qui fait deux fois la superficie de la France, dans des villes, des banlieues, des petites villes et des villages, des réserves d'autochtones et des fermes isolées. Pour certaines le principe de la parité salariale aurait dû être institué il y a vingt ans. D'autres n'en ont pas encore entendu parler.

Mais, nous avons toutes deux choses en commun: nous sommes femmes et nous travaillons toutes.

Durant les quelques premiers mois de mon mandat de présidente, j'ai constaté qu'en Ontario les femmes partageaient de nombreuses préoccupations. Nous nous soucions du monde dans lequel nous vivons et de son effet sur nous. Bon nombre de femmes diront "Je ne suis pas féministe, mais..." pour ensuite nous parler de parité salariale, de l'injustice de l'échelle de salaires féminine, des services de garde en inadéquats, du besoin de venir en aide aux femmes battues, d'une réforme du droit de la famille qui ne protège pas adéquatement les femmes et les enfants... D'après les résultats d'un sondage récent de Thomson Lightstone, 70% des Canadiennes partagent des valeurs que l'on pourrait appeler féministes. C'est donc le moment à jamais de travailler ensemble dans le but d'accroître notre pouvoir politique. Soyons donc flexibles lorsque nous traitons de nos divergences d'opinion et mettons plutôt l'accent sur les nombreux objectifs que nous partageons.

Le mandat du Conseil consultatif est engagé à prêter attention aux opinions et recommandations du Conseil. Il représente

donc pour le Conseil, un moyen d'influencer efficacement la direction et les principes du gouvernement.

Comme bien des groupements de femmes, le Conseil doit travailler avec des ressources et un effectif restreints. Nous sommes là toutefois pour vous représenter et pour travailler en votre nom. Cette année, il me fait plaisir de vous informer que Bridget Vianna, avec qui bon nombre d'entre vous aurez fait la connaissance durant ses sept années en tant qu'adjointe administrative, a été promu au poste de directrice administrative. Je tiens aussi à féliciter deux membres du Conseil, Eleanor Ryan et Bill Kelloway, dont le mandat a pris fin en juin 1985, pour leur engagement et six années (respectivement) de service assidu au nom du Conseil et des femmes de l'Ontario. Deux nouveaux membres ont été désignés, par décret du Conseil, pour un mandat de trois ans débutant en juin 1985: Eva Marszewski de Toronto et Judith Henden de Nepean.

Durant l'année à venir, je continuerai à voyager dans la province et à prendre connaissance des questions que vous préoccuperont. Ce qui m'inspire dans mon travail c'est le dévouement et l'énergie des nombreuses Ontariennes dans toutes les régions de la province qui consacrent leur efforts à des groupes, tant petits que grands. Je suis fière de faire partie d'un tel mouvement.

En guise de conclusion, une citation de Chaviva Hosek: "Il faut que ça soit agréable. Puisque nous en avons pour longtemps, il faut y trouver du plaisir. La joie de l'action collective, dans une ambiance d'appui et d'affection nous soutiendra. Par contre, si nous nous montrons incapables ou peu disposées à tolérer nos différences, notre tâche, déjà difficile, s'en verra allouée".

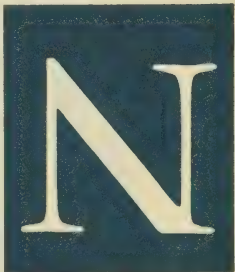
Travaillons toutes ensemble!

La présidente du Conseil,

Sam Ion

Sam Ion

NOUVEAU NOM ET MANDAT



Un décret du Conseil passé le 23 novembre 1984 touchait au Conseil consultatif de deux façons: notre nom est passé de Conseil ontarien du statut de la femme à Comité consultatif de l'Ontario sur la condition féminine et le mandat du Conseil a été modifié de façon à lui permettre de tenir des consultations avec des groupes de femmes dans toutes les régions de l'Ontario. Le nouveau mandat se lit comme suit:

Conseiller le gouvernement d'Ontario, par l'entremise du ministre responsable de la condition féminine, sur toute question relative au statut de la femme, sans limiter l'application générale de ce qui suit:

- (a) évaluer les lois, politiques et programmes existants touchant les besoins et la situation des femmes;
- (b) déterminer les domaines particuliers qui nécessitent l'attention du gouvernement et recommander des modifications aux lois et programmes actuels;
- (c) tenir des consultations avec des groupes de même que des réunions publiques dans le but de favoriser la discussion publique, dans les diverses régions;
- (d) répondre aux demandes de renseignements du ministre responsable de la condition féminine et des divers ministères sur toutes questions se rapportant aux femmes.

ETTRE D'ACCOMPAGNEMENT

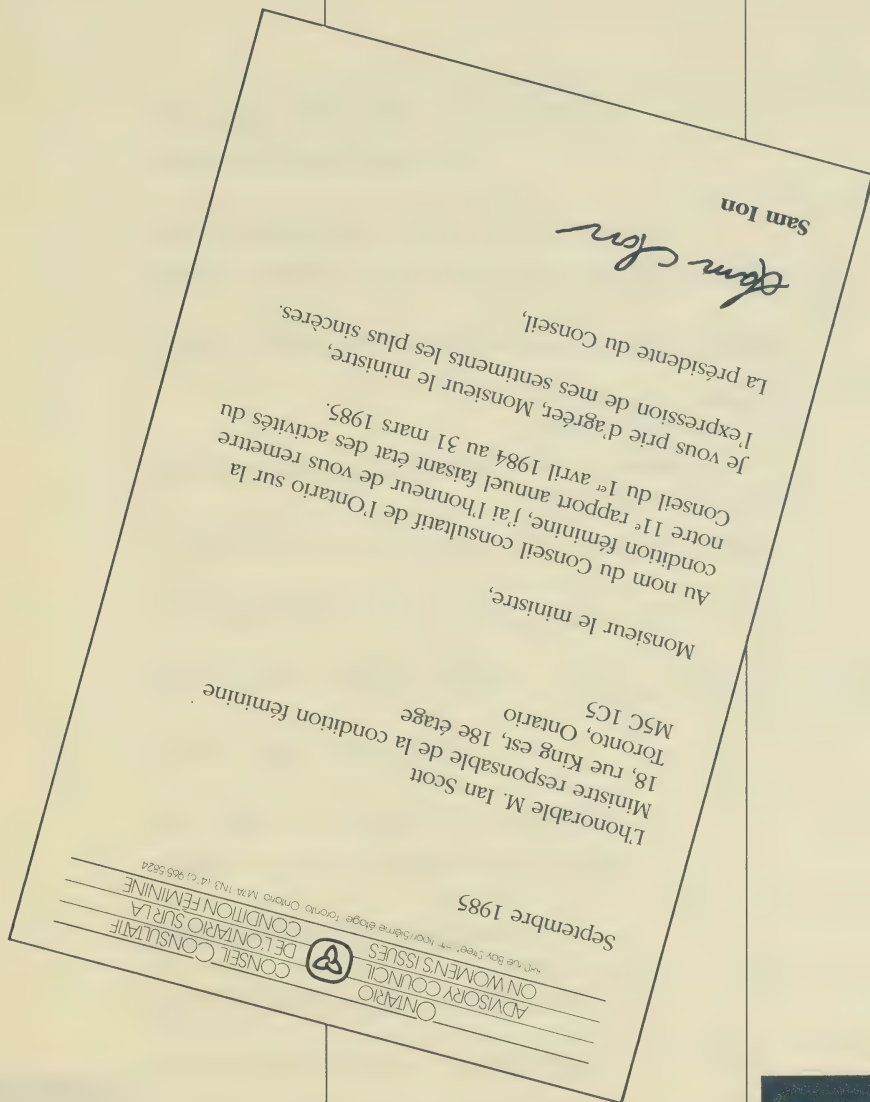
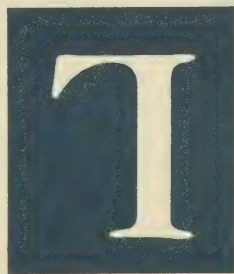


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du 1er avril 1984 au 31 mars 1985

RAPPORT ANNUEL

CONSEIL CONSULTATIF
@ DE L'ONTARIO SUR
LA CONDITION FEMININE

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